

Blowing our horn

Your humble university newspaper wins a national prize. Shucks.

2

You've got mail!

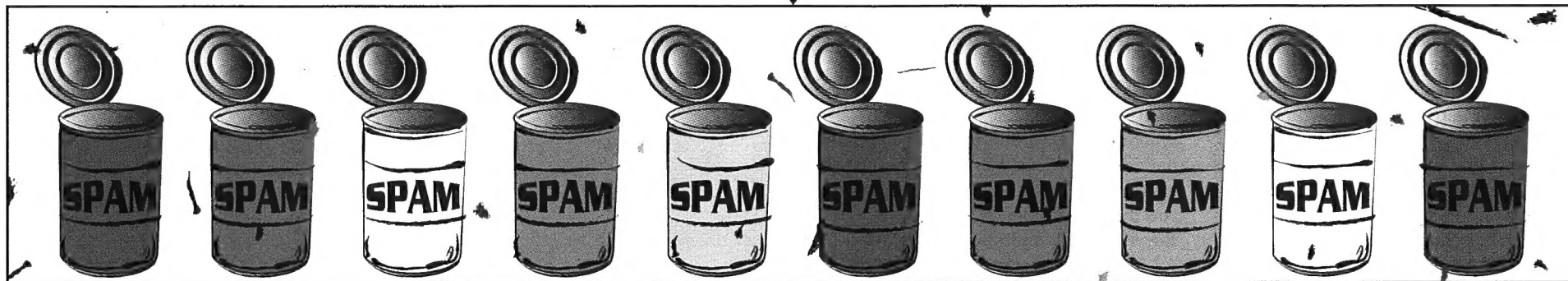
Trouble is, it's spam, and while you read this, it's filling up your mail box. But dealing with unwanted mail is proving to be a challenge.

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Look up, waaaay up

Dr. Doug Hube goes to extremes to do a little star gazing.

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UNIVERSITY OF ALBERTA

folio

Volume 41 Issue 18

MAY 28, 2004

<http://www.ualberta.ca/folio>

Peregrine killed in aerial battle

But university's unusual falcon family may still breed

By Caitlin Crawshaw

In the animal kingdom, much like in human society, power struggles over territory can lead to dangerous confrontations. And on an October day last fall, a border dispute between a female peregrine falcon that had been nesting on the Clinical Sciences Building at the University of Alberta and a female peregrine living in the city's downtown core intensified dramatically.

"There was some spectacular fighting that went on – aerial combat right over 108 Street and 99 Avenue," explained Gordon Court, a provincial wildlife biologist known internationally for his work with peregrine falcons.

Ultimately, the U of A bird's feistier opponent drove her into the side of a building, killing her. And while the victor flew home to a cozy nest, the U of A nest is now one bird emptier.

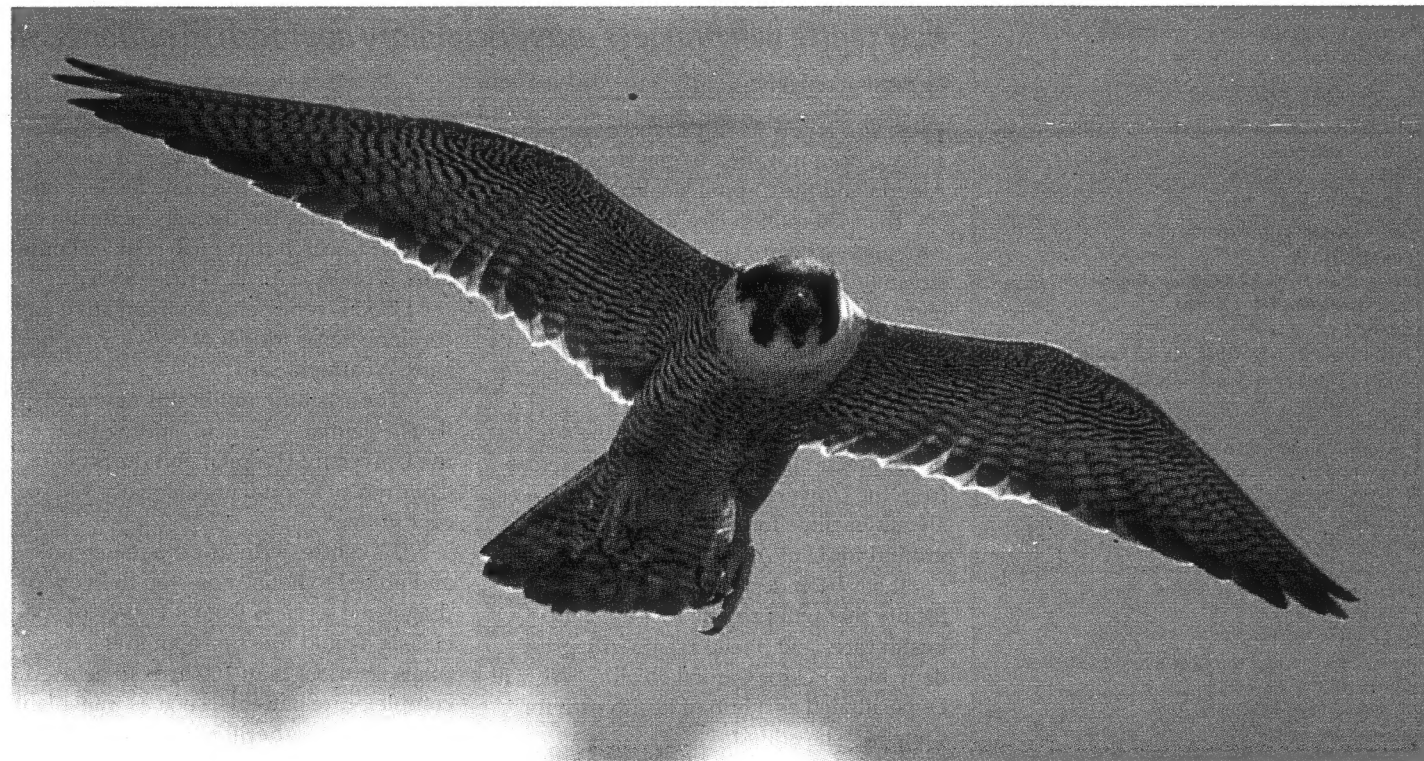
The death is rather disappointing to Court and others because peregrine falcons are considered to be "at risk" by Alberta Fish and Wildlife, and the bird that died was a young female which had not yet bred.

Indeed, this is just another dramatic turn of events in the continuing saga of the U of A peregrine falcon nest. Three years ago, two unrelated females set up a home at the man-made nest and seemed to tolerate each other – something extremely rare in the falcon world. Stranger still, a male peregrine that was the son of one of the females made an unexpected appearance and joined the unusual family. The Alberta Fish and Wildlife Department received funding to place fertilized eggs inside the nest, and so the two females cared for a brood of chicks together, making international news with their "alternative" falcon lifestyle.

This year's falcon drama has left the breeding situation up in the air, so to speak.

"The male there is quite the ladies' man," Court jokes. He explained that within a week of the female peregrine's death, the male was out courting other females. "This year he has drawn in other females, but I don't know whether he's going to be able to breed this year. . . . If they do it's going to be quite late."

Court says he has seen the male



One of two female peregrine falcons nesting at the U of A Clinical Sciences Building was killed in a turf battle with another female peregrine, like the one pictured above, last fall. The U of A nest box remains occupied by a male and female peregrine.

engaging in courtship feeding, and that he has spied a pair of birds hanging around the nest box. But if the male cannot successfully woo a female peregrine, and if the funds are available, Court and his colleagues will once again place fertilized eggs in the nest for the birds to raise as their own. He explained that during the last few decades peregrine falcons have made tremendous gains in productivity because of breeding methods like this.

"I think they'd incubate golf balls," laughs Court. "Once they're in the breeding mode I think you really have to screw up large in order to not be successful in managing them."

The species dwindled to dangerous population levels several decades ago when a certain group of chlorine pesticides, particularly the infamous DDT, were being used in North America. The pesticide worked its way up the food chain, cutting the number of peregrines dramatically. But since use of the chemical was banned in North America, the

peregrine falcon has made a "fantastic rebound" after facing extinction, says Court.

In spite of this, there are not many breeding pairs in Edmonton, so the nest on the Clinical Sciences Building could offer researchers both at the U of A and abroad, as well as the Edmonton community, an excellent opportunity to learn more about the majestic raptor. When he learned about the nest's existence after starting a new position with the university's facilities management office, Geoff Hurly wondered if a webcam could be set up to monitor the birds. Hurly had heard about a camera filming peregrine falcons on the Telus building in Calgary.

"I thought 'hey, why not here?' But why not take it a step further, and make it even more accessible?" said Hurly.

The student group ECOS has since taken over the webcam project, and has raised several thousand dollars for the endeavour in conjunction with other local groups. With the donation of a cam-

era and other necessary equipment, the project is nearing completion, but needs further funding to cover the cost of the technology to carry the camera signal to the Internet. The project is also waiting on the breeding situation at the nest: installing a camera during the breeding season could disrupt the birds, and thus the camera must be installed when the falcons migrate to South America in early October. Additionally, there is some concern that construction of the Alberta Heart Institute across the street from the Clinical Sciences Building may also affect the birds' habits.

ECOS director Alison Lennie says that, while no one really knows how the birds will react to these changes, the group aims to raise more money for the completion of the webcam project in the near future.

"It's important because it lets people understand that endangered species are everywhere, and that even in the city it does affect us, and we affect them," said Lennie. ■

Gordon Court

International residence has unique local flavour

Centre will provide students with international experience

By Richard Cairney

When occupants of the University of Alberta's International House move into the new six-storey building this summer, one of the first cultural conundrums they'll have to deal with is the fact that their home was built on the site of a beach volleyball court.

Considering the nearest body of water is the North Saskatchewan River, and that nothing in the neighbourhood remotely resembles a beach, this fact might bemuse the students more than befuddle them – such misnomers are part of life in a climate where there's always a chance of snow in the forecast. Besides – there'll be a few Canucks on hand to explain it.

The idea of the centre is, after all, to give international students a taste of Canada and to give Canadian students a taste of different cultures, says David

Bruch, the U of A's executive director of ancillary services.

"The residence services programming there will be a lot like what we have elsewhere, but it will definitely have an international focus," said Bruch. With individual rooms for 154 students, the centre will be run through residence services and U of A International's International Centre.

"They will work with the residence services staff to develop a range of programs that centre on students living in that building," said Bruch.

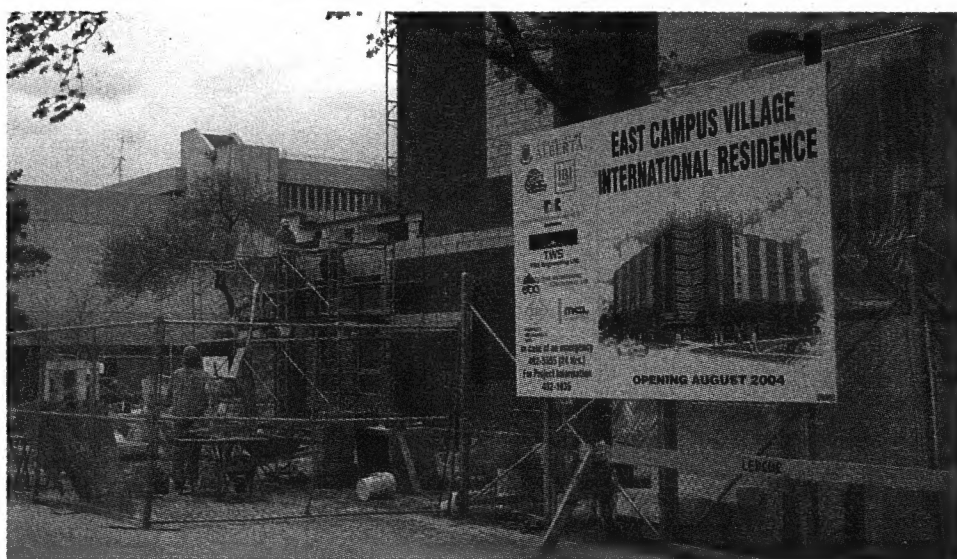
The building is international in more than just name. It has been designed in a way that encourages occupants to mingle with one another, meeting and socializing in large common areas.

"One element of the building is that there are these large, full-blown kitchens and the idea is that students will interact within their wings, within their lounges and between floors," he said. "It (the design) has a strong focus on interaction through kitchens and eating and dining together."

Food differs from one culture to another but it is a common link in socializing, Bruch said, and many international students prefer living in residences where they can do their own cooking.

"They have different dietary wants and needs and one of the best major ways of experiencing and learning about another culture is through food."

Residence programming at the new centre, which is expected to open in



Construction on the new International House student residence is coming to a close. The residence is expected to take in its first occupants in August. For information on student housing at the U of A visit www.hfs.ualberta.ca/.

August just under its estimated \$9.7-million budget and two weeks ahead of schedule, will promote cross-cultural awareness, he added.

Located on 111 Street across from the Faculty of Law, the building is intended to house third- and fourth-year students seeking an international experience. Bruch said that because the building is in its first year, only half of the applications so far are from students who are seeking an international experience.

"That number will change every day as we get closer to September," he said.

"It probably won't be completely full with those students so we will fill it with other students who have applied to live in the East Campus Village."

The demand is there. This fall, Bruch said, the university is looking at filling approximately 2,600 student residence vacancies, and expects to have roughly 3,500 applications for those spots.

Anyone interested in applying for residence in the new building can find information on the U of A Housing and Food Services website at www.hfs.ualberta.ca/. ■

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folio

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Plans unveiled for \$450-million complex

New centre will promote interdisciplinary approach to patients, students

By Bev Betkowski

Plans for a new health sciences complex have been unveiled by the University of Alberta and the Capital Health Authority.

The \$450-million Health Sciences Ambulatory Learning Centre (HSALC) will streamline diagnostic services and day treatment for outpatients of the University of Alberta Hospital and the Stollery Children's Hospital, freeing up much-needed space for additional beds in those facilities.

The complex, to be built on the site of the Research Transition Facility, across from the University Hospital, will serve as a walk-in clinic for patients and a training ground for U of A students.

It has been designed as a cutting-edge facility that will provide cost-efficient health care, said Sheila Weatherill, president and CEO for Capital Health. "We will be positioned as a hub of health care for Canada," she added.

"This will be a transforming project for our world," said Dr. Rod Fraser, president of the U of A. "It will allow us to meet the demand for educating and training health care professionals."

The centre will provide interdisciplinary

education for 6,000 students enrolled in the U of A's health sciences programs.

"This ability to integrate the learning of our students, the delivery of health care, and the research that pushes those boundaries is really critical," Fraser added.

HSALC represents an innovative and common-sense model of delivery for health care, Weatherill said.

"There is little doubt this new facility is essential," she said, adding that the University Hospital and the Stollery Children's Hospital are currently 130 per cent utilized.

The centre, with its outpatient clinic and ability to house one-stop delivery of diagnostic services from a variety of specialists, would free up room in the two hospitals for more than 100 beds to be used for complex-care patients, such as transplant recipients, Weatherill added.

Once it is built and operational, HSALC is expected to decrease waiting times, improve patient access to day clinics, place more emphasis on team approaches among health professionals, and provide convenience to rural patients who need to

travel into Edmonton for tests.

More than 2,000 health science professionals will work in the complex, serving an expected one million patient visits annually. Clinics that may be relocated to the complex include family medicine, diabetes, orthopedics, neurosciences, rehabilitation and dentistry. Students from those areas would complete part of their studies there, learning how to function as teams in a clinical setting.

Fraser and Weatherill thanked the provincial government for providing the initial funding to plan the centre, and though no commitments have yet been made to fund the project itself, Fraser is confident the support will be there.

"The province is always involved getting the planning money first and then you work to get the approval of the whole monies," Fraser said. "Our ability to pull this off is there." Technical and industry partnerships will also be key factors in developing HSALC.

The 150,000-square metre complex is expected to open in 2008-09 and will be connected to the University Hospital by pedway. ■

Folio earns gold in national competition

Named Canada's best university newspaper

By Richard Cairney

We here at *Folio* are always game when it comes to reporting the success of students, faculty and staff at the University of Alberta. But it's especially pleasing to write about the paper's own success.

Last week *Folio* was named Canada's best university newspaper, earning the gold medal in the Canadian Council for the Advancement of Education's Best Newspaper competition. It's quite an honour considering the calibre of newspapers produced at other universities, particularly McGill and the University of Toronto.

Published 20 times a year, *Folio* is the

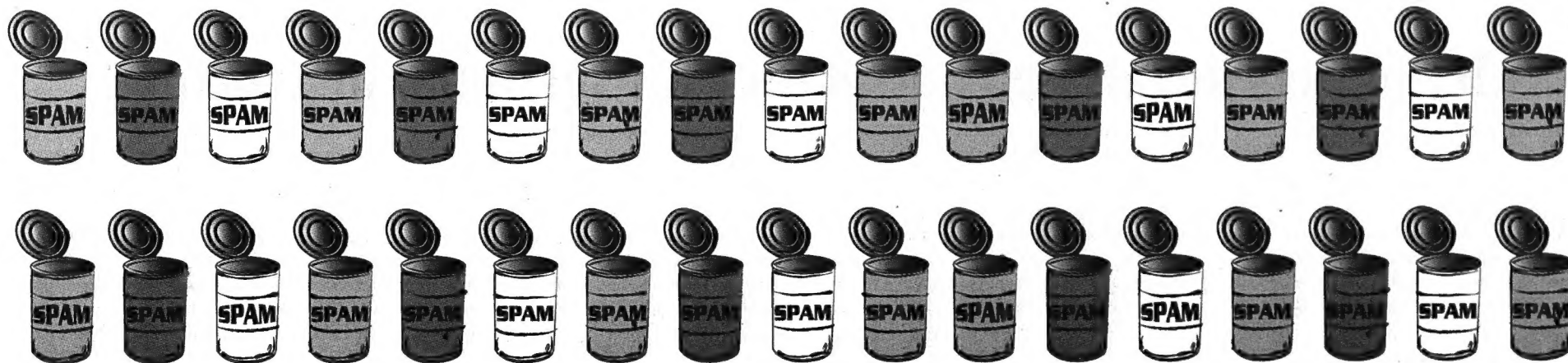
community newspaper of the faculty and staff at the U of A and has been published, in one form and another, for 41 years. With a circulation of 7,500, the paper is delivered to faculty and staff at the U of A and is distributed off campus to media, government and friends of the university.

Folio strives to deliver timely, objective news of concern to the campus community and serves as a forum of debate for that community. Evidence of that healthy level of debate can be seen on this week's Letters page.

A readership survey conducted last year showed *Folio's* readers are for the

most part impressed with the newspaper. In response to reader requests, however, the paper this year has published more articles about support staff, featuring their professional and personal achievements. We've also added a regular feature entitled Ultimate R&R, which presents stories about what some members of the university community do when they aren't at work. This edition features professor emeritus Dr. Doug Hube's passion for all things celestial, on page 6.

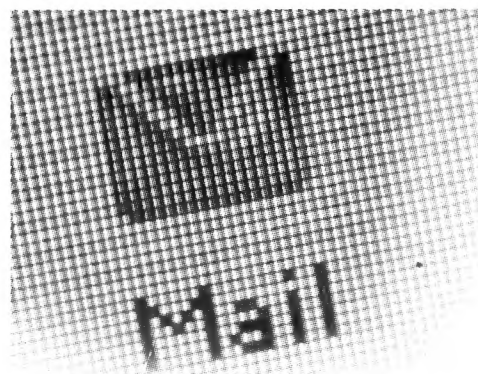
As always, we welcome your suggestions and comments. Feel free to contact *Folio* anytime at richard.cairney@ualberta.ca. ■



Good mail, bad mail

Spam is clogging the Internet's arteries – can anyone stop it?

By Fiona McNair



A lot of volume – not much content. So goes the meaning of Spam, not the pork product, but the annoying proliferation of junk mail into our cyberhomes. Some people have adopted a laissez-faire attitude to unwanted e-mail. Others are rather hard-nosed. In tackling the subject of Spam, Folio discovered that some people are so strongly opposed to Spam that even using e-mail to arrange an interview can take a while. Here is the response to one request for an interview:

"Dear Human Being. This is an automatic response of the E-Mail authorization system at sfm.cs.ualberta.ca.

The recipient of your message CANNOT be reached via the address you are using.

It appears that you already have your own personalized address of the recipient, which you should use for your correspondence.

THAT ADDRESS IS PRESENTED TO YOU IN THE IMAGE ATTACHED TO THIS NOTIFICATION.

Using your personalized address, you will be able to contact the recipient with no hassle, as long as your messages are sent from your original sender address.

The purpose of this authorization procedure is to eliminate E-Mail abuse. We apologize for any inconvenience.

With automatic regards . . ."

After reading an image with the real e-mail address embedded within, one that cannot be cut and pasted, Folio reaches Pawel Gburzynski, a U of A computer sciences professor.

"Generally, I am a pessimist and I try to prepare myself for the worst, but even in my wildest dreams I had grossly underestimated the magnitude of the problem we are facing now," Gburzynski said of Spam e-mail. "You cannot have the same e-mail paradigm you had 15 years ago and be rid of spam at the same time."

Grasping the enormity of the problem is challenging. Numbers are hard to generate because spammers are smart, routinely routing their messages through other people's servers or hiding their real intent behind innocuous subject headings such as "Hi, remember me?". Taking the bait can

mean you are led to a not so Disney-like site with Melinda and her menagerie of farm animals to keep you company on a cold night.

But it's easy to understand the reasons behind Spam. Gburzynski cites the sales log of a certain spammer, intercepted by accident. During a four-week period, the moderately massive Spam campaign pitching \$50 bottles of penis enlargement pills reached 6,000. Considering that the cost per bottle to the merchant was about \$15, the profit was huge, he says.

Just as it can line the pockets of rip-off artists, Spam threatens the efficiency of e-mail as a tool for commerce and communication. An average of two hours a day is spent on e-mail by employees, and a portion of that must be spent dealing with Spam. In fact, Spam is growing at such a rate that it could represent 70 per cent of global e-mail by the end of this year, says Neil Schwartzman, president of the Montreal-based Coalition Against Unsolicited Commercial E-mail (CAUCE) Canada.

"Any single spam can actually break a multitude of laws and we need to apply these laws rigorously," he said.

Schwartzman is part of a new force put together by Industry Canada this month to address Spam. Next fall they will meet to gauge their efforts and produce a report. Canada will join international efforts to fight the spread of Spam, according to Industry Minister Lucienne Robillard.

Canada is the world's second-largest generator of Spam, behind the United States.

CAUCE supporters like Schwartzman point out there is a long tradition in Canada of forcing commercial enterprises to bear the costs of their money-making ventures. Unfortunately, these rules are not applied to spammers. A business can't send an invoice to a spammer for the time it took employees to deal with their junk. Internet Service Providers (ISPs) are in the same sort of boat. If they track down the originator of Spam messages, what grounds do they have legally to pursue such claims of damage?

The American government recently took steps to force companies to include the title "sexually explicit" in some e-mail subject headings. Now, Spam will simply arrive from abroad, says Gburzynski.

"With the present convenience of acquiring disposable Internet domains and temporary IP addresses, whose jurisdiction is at best unclear, it is effectively impossible to enforce a law that blocks messages with a certain content from arriving to subscribers within a given country."

The computer science professor says he was moved to action after receiving

his first unsolicited e-mail about a decade ago. Now as a veteran crusader on the topic, Gburzynski tracks the problem with vigour.

Electronic mail has changed very little in response to abuse because it is a simple technology and any attempts to change it must necessarily complicate it.

Harvey Quamen, a U of A professor specializing in the connection between science and literature, agrees wholeheartedly that new technology is needed to battle Spam. No stranger to the issue, in his former life Quamen was a computer programmer who even worked with credit card companies to stamp out electronic fraud. Now as an expert in cyber culture and part of the university's unique master of humanities in computing program, he is often faced with Spam and its insidious nature.

The pioneers who founded the Internet "gave away these technologies for free," he said. "That is really the spirit of the Internet, to create useful tools and give to the community for free. The problem with Spam is the business community finds stuff out there that is free resources and wants to charge for them or exploit them. Spam totally overwhelms the routers and Internet," said Quamen.

But the complete "solution," banning Spam or legislating against it, is almost as bad as the problem, betraying the spirit and original intent of the Internet, he adds.

"We need more and better technology, not less. We need Spam filters that are smart, ones we can train in what we consider valid e-mail, like caller ID."

The consequences of Spam for universities are huge. In an effort to save time, simple filters may be used that will get rid of anything from a mailing list – even announcements for entire classes or for those serving on faculty committees. If common Spam flags are repeated even in the context of a research study on, say, the mating habits of Arctic terns, filters could do their job and just delete a valid message. With so many schools strapped for cash, spending money on the infrastructure to cope with Spam can also be an issue.

Despite the cost of Spam, economic and otherwise, Gburzynski says he believes elimination to be more of a political than academic issue.

"Fighting Spam is merely a way to add significance to theoretical work. What is important is practical work on making true anti-spam solutions more friendly and popular."

To find out more about SPAM, read the full text of Gburzynski's paper on the subject at <http://www.cs.ualberta.ca/~pawel/PAPERS/spam.pdf> or visit <http://cauce.ca>. ■

» quick » facts

Fraud - Spammers know that in survey after survey, the overwhelming majority (often approaching 95 per cent) of recipients don't want to receive their messages. So many junk e-mailers use tricks to get you to open their messages.

Cost-shifting - Sending bulk email is amazingly cheap. With a 28.8 dialup connection and a PC, a spammer can send hundreds of thousands of messages per hour. However, every person receiving the spam must help pay the costs of dealing with it. Costs for the recipients are much greater than the costs of the sender.

Waste of Other's Resources - When a spammer sends an email message to a million people, it is carried by numerous other systems enroute to its destination, once again shifting cost away from the originator.

Displacement of Normal e-mail - Spam can and will overwhelm your electronic mail box if it isn't fought. Over time, unless the growth of UCE isn't stopped, it will destroy the usefulness and effectiveness of email as a communication tool.

Annoyance Factor - Your email address is not the public domain! It is yours, you paid for it, and you should have control over what it is used for. If you wish to receive tons of advertisements, that is your right, and YOUR decision.

Ethics - Spam is based on theft of service, fraud and deceit as well as cost shifting to the recipient. The great preponderance of products and services marketed by UCE are of dubious legality. Any business that depends on stealing from its customers, preying on the innocent, and abusing the open standards of the Internet is – and should be – doomed to failure.

Source: CAUCE Canada

Faculty of Arts developed new policy for sessional instructors

Editor, Folio:

As someone who, like many academic colleagues, had several years of temporary academic employment following my PhD, I understand the frustration Dr. Mark Morris expresses regarding sessional appointments (*Sessional instructor struggles with work conditions*, Folio, May 14). I agree we need to consider alternatives to the course-by-course appointments that have become necessary as we deal with rising undergraduate demand and the reductions in faculty numbers experienced over the past decade, in both relative and absolute terms. Arts is highly dependent on the excellent service provided by our sessional instructors (many of them graduate students completing dissertations and acquiring teaching practice), some of whom we have just honoured with teaching awards. This is important work, and the attempt to manage it equitably should be taken as neither a lack of appreciation nor as an attempt to

impose unreasonable expectations.

While I understand Dr. Morris' frustration with the uncertain nature of this employment from year to year, it is necessary to correct several misperceptions in his letter. While we are managing resources more closely than circumstances have necessitated in the past, economic considerations are not driving the new sessional policy. The policy, which we have pursued in co-operation with our departments, is designed to ensure that sessional instructors throughout the Faculty are treated more consistently.

Until this year, Arts departments defined full-time sessional instruction in a variety of ways (the sessional agreement does not impose a standard definition of full-time), and occasionally with variations within the same unit. As a system this was patently unfair: while a sessional in one department might be earning a full-time salary and benefits for teaching a set num-

ber of classes, colleagues elsewhere who were responsible for teaching the same number of classes may not have received those same benefits.

Mindful of this disparity, the Dean's office, on the advice of the Arts Budget Advisory Task Force, drafted, and Arts Chairs endorsed, a standard full-time requirement of three courses per semester. This is not an iron-clad requirement; in exceptional circumstances (such as classes which require special kinds of intensive one-on-one instruction) exemptions will be considered. But it is a step toward fairer distribution of work and responsibilities across the Faculty. I have not, then, decreed that sessionals across the Faculty "must all teach one more half-course than at present, to maintain full-time status," but rather asked that sessional appointments fit into a consistent Faculty-wide framework.

Because many variables influence the number of sessional instructors and their

workload from year to year, we do not know precisely how the policy will influence the ratio of full-time to part-time sessionals. It is likely that it will, in the longer run, reduce the total number of part-time sessionals hired throughout the Faculty.

Dr. Morris is also mistaken in his belief that sessional appointees do not receive salary increases. The Agreement provides for five increment steps.

Dr. Morris and I share a passionate belief in the value of liberal arts teaching. The new policy is an honest and transparent effort, taken on the advice of and with the approval of the departments, to make the Faculty of Arts a fairer and more equitable work environment in which to engage in this important work.

**Daniel Woolf, Dean
Faculty of Arts**

Sessional instructors need to take action

Editor, Folio:

I commend Dr. Morris for speaking out about the sessional instructor situation in the May 14 edition of *Folio* (*Sessional instructor struggles with work conditions*). The juxtaposition with the B.C. labour movement article on the preceding page was no doubt an extraordinary coincidence.

The sad fact is that human endeavour

has a strong foundation of exploitation that has never been redressed without the problem not only being clearly explicated as Dr. Morris did so capably in this case, but then acted upon collectively. All social movements, including the labour movement and nursing in particular, have had to push back with any and all means utilized by the exploiters.

Nurses in Alberta were in a similar situation in 1976 when semi-skilled labourers were economically advantaged. Through past, and perhaps imminent labour action, the situation has been adjusted, yet the economic elites continue to accumulate global wealth and power, seducing the masses with the psychological pathology of identification with the aggressor.

I encourage Dr. Morris, in the spirit of Rosa Parks, to take collective action on an unjust practice in our institution of "higher learning."

**Gordon Tyler
Department of Psychiatry
University of Alberta Hospital**

If NASA can opt out of supporting its members, can I opt out of supporting NASA?

Editor, Folio:

Last week, I received a voice-mail message from the president of the Non-Academic Staff Association (NASA) informing me that NASA was planning on redesigning its current website. To do this, NASA is planning to hire a student this summer through the Summer Temporary Employment Program (STEP) and wanted me to assist them in the interviewing process.

As an employee of Creative Services and a member of NASA I couldn't help but wonder why NASA was going outside of

its own membership to complete this work. I know for a fact that NASA is well aware of the fact that this is the type of work that could be done using Creative Services.

Could there be cost savings? A quote delivered to NASA last week proposed that a site could be created for NASA for \$2,000. What about getting the site up and running? Using a student, NASA would have a site by the end of the summer. Using Creative Services, NASA would already have a working version of a site and could be updating content. See for yourself at <http://www.uofaweb.ualberta.ca/nasa/>.

Of course, NASA was not aware of any of these options as they never even bothered to explore Creative Services as an option – their first choice was to create a new position.

I called the NASA president and asked why NASA was hiring a student. I was told that the STEP grant has been approved and that NASA "will bring your perspective to the executive for further discussion." I expressed my extreme disappointment with NASA and informed them that I would not help them with the hiring process.

Is this what NASA members are paying \$24 a month for – so that their staff association can create jobs that already exist at the university? I'm all for giving students opportunities to learn on the job, but not when it takes work away from current employees.

I don't ever remember being given the chance to opt-out of supporting NASA, but this is a clear case of NASA opting-out of supporting its own members.

**Tim Schneider
Manager, Web Services**

Letter sparked educational (and warm) trip

Editor, Folio:

Much was missed by those who did not heed Cynthia Strawson's letter to the editor January 9 about swelling the ranks with staff and alumni in a U of A-sponsored Spanish language and cultural program to Guadalajara, Mexico, designed to fit the February 14-21 reading week and which was under threat of cancellation if not enough enrolled.

The program did go through because of that letter. We who responded were able to soak up (in addition to the sun and the delights of spring) conversational Spanish from *Donde esta el bano?* to the appreciation of Mexican novels by Carlos Fuentes and Nobelist Octavio Paz, the politics of presidential elections, the evolution of

the Mexican family as a stable social unit, pre- and post-colonial history of Mexico, a Sunday matinee of the Mexican Folkloric Ballet, views of Clemente Orozco's murals, and trips to Tlaquepaque, Zapopan and other pueblos rooted in pre-colonial art and Indian traditions.

I could go on how we were lovingly tended by the international staff of the Tec de Monterrey with whom the U of A has an agreement and by the corresponding staff here at the U of A Spanish Language and Cultural Program, but I'm afraid of causing an over-enrolment in the program if too many get wind of the big bargain offer.

**Louis Munan
Research Epidemiologist**

folio letters
to the editor

Folio welcomes letters to the editor. Send your thoughts and opinions via e-mail to richard.cairney@ualberta.ca, fax at 492-2997, or by mail to Folio, Office of Public Affairs, 6th Floor General Services Building, Edmonton, Alberta T6G 2H1. Letters may be edited for grammar, style, accuracy and length.

An ounce of prevention

New associate vice president wants HR to prevent fires, not extinguish them

By Andrew Leitch

Quick, who is Human Resources at the U of A and what do they do? If you don't have a clue, or only a partial clue – or you don't care – you're not alone.

But it's the \$1-million question for Dr. Larry Beauchamp, recently lured away from a stable position as dean of Education to take on the role of vice-provost and associate vice president, human resources. It's a complicated question. But he's convinced it's a question we should all be able to answer – for our own good.

But first, what's so complicated about it?

Let us begin with the structure of HR. HR at the U of A has six departments: Academic Staff Administration, Support Staff Human Resources, Staff Programs, Office of Human Rights, Environmental Health and Safety, and Campus Security Services. Nobody is exactly sure how this particular grouping came to be, although it's probably as logical as any other, and might reasonably be described as including the units that "help ensure the University of Alberta is a great place to work."

The six units are the responsibility of the vice-provost and associate vice-president, who has a dual reporting line to the provost as well as the vice-president, finance and administration. So the AVP has responsibility for everything from dental coverage to biohazards, from sexual harassment to bomb threats – and he has two bosses.

No question Beauchamp took on a lot when he finally gave in to the requests from Carl Amrhein and Phyllis Clark to take on the job. But let us simplify for the purposes of this article. This is about the things most people think of, more or less, when they think of "HR." That includes things like benefits, salary increases, job descriptions, staff agreements and training.

We will remove bomb threats and chemical spills from this article; but that doesn't simplify it much.

"There are 10,000 people on the payroll at any given time," said Beauchamp. "Some are part time, some full time; some are support staff, some academic staff. Some are summer students, some are shift workers, some are paid through central operating and some through specific research grants. And they're changing over constantly – whether as part of the regular academic cycle or the turnover you'd find at any organization.

"People come to work here from all over the world, so add in language and cultural issues and immigration matters," he said.

"There are several staff agreements, covering academic staff, support staff, teaching assistants, trust employees, librarians . . . and each agreement is detailed and unique. The benefits plans are different;

"The university is much more complex than it was when I joined. It's much larger. I remember when I could pick up the phone and make a quick call to University Hall and a problem would be fixed. It's not so simple anymore."

— Dr. Larry Beauchamp

the pension plans are different; terms and conditions are different all the way around. There are numerous federal and provincial laws we must abide by as well."

Every issue is compounded by the decentralized nature of the campus, with dozens of individual units, many as complicated as a good-sized business. Trust holders – whose numbers have grown so much – are, arguably, businesses of one, with the same responsibilities toward those on their payroll as a business.

"The university is much more complex than it was when I joined. It's much larger. I remember when I could pick up the phone and make a quick call to University Hall and a problem would be fixed. It's not so simple anymore."

There are hundreds of ways to get into trouble: bring on a new employee with a contract that contradicts the collective agreement; misunderstand the rules of moving from temporary to permanent staff; fail to record holiday or overtime accumulations; disregard a harassment complaint; forget to include information critical to an employee's terms and conditions.

A simple decision can have an enormous impact on HR, Beauchamp has learned. It is fair to say that, over the past half-decade, growth and greater complexity have virtually overwhelmed human resources.

"The demand is overwhelming, and that leaves many of our people in a perpetual condition of fire fighting, with little time to anticipate or strategize or be proactive."

Unfortunately, "fire fighting" often translates into grievances, legal fees, wasted time and, not least, stress for everyone involved. It also takes a toll on the person in the faculty or unit who made the original decision.

Beauchamp wants to support HR in becoming fire preventers rather than fighters, and a big part of making that change is education and better access to information. "The onus is on us in human resources to make the right information available to the right people at the right time. There are people in HR doing a wonderful job



Dr. Larry Beauchamp has taken over as AVP of Human Resources, and wants to change the way the department does its job.

of this now – we need to clear the way to make this possible for everyone across the portfolio."

Beauchamp's message today is clear: if you are one of the hundreds of people handling resource issues across campus, and you have any doubts about how to handle something, call the professionals in HR first. It's an ounce of prevention.

Beauchamp is gearing up to take this to the next stage – to put into place a human resource plan that recognizes the new complexities and meets the needs of all the faculties and units. And you can be sure a good portion of the plan will emphasize

education, training and information sharing.

"This is a yet another change for an institution that has seen a lot of change. But it is necessary. We need a central HR function at the university that is energized and focused, and we need administrators who recognize the implications of their decisions.

"I strongly believe we all want the same thing. We want the best people, and we want to work in a place that is rewarding, meaningful, safe and where everyone can do their best work. The faculties and units want this; the staff associations want this; HR wants this; all staff want this. To me that's a great incentive to go forward." ■

HR is:

Six departments make up the human resources portfolio at the University of Alberta. These departments are the responsibility of the vice-provost and associate vice president, human resources, who has a dual reporting line to the provost and vice-president, finance and administration.

The vice-provost, AVP HR is Dr. Larry Beauchamp, who left his position as dean of the Faculty of Education April 1 to take on the role.

The six departments, while they have disparate responsibilities, share the common aim of "helping ensure the University of Alberta is a great place to work."

Many HR responsibilities span across more than one department.

ACADEMIC STAFF ADMINISTRATION / SUPPORT STAFF HR

Collective agreements, salary scales, recruitment, immigration, staff relations, job design, position evaluation, performance management, compensation strategies, interim staffing, training, leadership and management development.

STAFF PROGRAMS

Employee pension and benefits, disability, return to work programs, staff recognition, health promotion.

OFFICE OF HUMAN RIGHTS

Human rights issues.

ENVIRONMENTAL HEALTH AND SAFETY

Health, safety, protection of the environment, and regulatory compliance.

CAMPUS SECURITY SERVICES

Campus security

HR is not:

PAYROLL.

The university's payroll department is called Staff and Student Payments (S&SP).

Staff and Student Payments is a unit within Financial Services – the other half of the Finance and Administration portfolio.

Due to the nature of the responsibilities there is overlap between the services of SSP with the units within HR.

Visit HR on the web at www.hrs.ualberta.ca/

Stalking the stars

Physicist awe-struck by beauty of the firmament

By Richard Cairney

Enormous sacrifices are made in the name of scientific discovery. Consider the case of Louis Gentile, a 17th-century astronomer who left France to observe a rare astronomical event. He returned with inaccurate data 11 years later to find his personal life had become equally invalid.

But that was centuries ago. This month, when Dr. Doug Hube embarks on a journey to view the same phenomenon, a transit of Venus, he'll travel by plane, rely on modern weather forecasts and view the rare event with state-of-the-art equipment.

Hube, a professor emeritus of physics, has a passion for all things celestial. And he and his wife, Joan, will be looking on from Luxor, Egypt, on June 8 as Venus passes directly between the Earth and the sun.

It won't be the first time the couple has travelled incredible distances to gaze at the heavens, and it won't be the last. The first time the couple embarked on an extreme astronomy trip was to watch a total eclipse of the sun near Brandon Manitoba in February of 1979. "It was bitterly cold," Hube recalls.

But it was worth the effort not only to witness rare phenomena, but also because, in many cases, astronomers flock en masse to good viewing sites – it becomes a social event. Even the one instance Hube describes as coming closest to utter failure comes across as a complete success.

In August of 1999, a total eclipse of the sun was cutting a swath through Europe and the Middle East and, incidentally, running right over the Isles of Scilly near Land's End, England. Hube's family has deep roots in the area. In fact, he could have watched the eclipse sitting in the cemetery where his great-grandparents and great-great-grandparents are buried. Instead, he and his relatives set out on foot to the far side of the small island. Despite rain and overcast skies, the group held out hope to see the eclipse.

"There were occasional thin spots in the clouds and it never cleared completely, but it cleared during the first few minutes of totality – we were extremely fortunate to see it," said Hube. "We were aware of the shadow of the moon sweeping across the ocean before us. You could see the clouds darkening – it is one of the striking features of a total eclipse.

"All the senses come into play if you watch a total eclipse: the appearance of sun changes, ambient light in the sky changes, the behaviour of animals and birds changes, the temperature drops, the light levels drop, the wind tends to drop – there are all sorts of effects. You are not only seeing it,



Sunrise at Ayer's Rock in Australia, following a spectacular Leonids meteor shower in November, 2001.

but you literally feel it as it happens, and you and your companions are oohing and ahing in excitement. It is a very emotional and exiting experience."

But the eclipse on the Isles of Scilly was one for the books.

"The people with us, including some cousins of mine, were seeing their first total eclipse, and as it turns out there were only two places in England where any of it was seen, and we were at one of them.

"It was very satisfying sharing it with people who were seeing it for the first time, and being located in a wonderful spot on the planet."

Another memorable trip was to see the Leonid meteor shower in Australia in 2001. The Leonids put on a show every November, but in 33-year intervals the show is more spectacular. Hube and his wife travelled down under to catch the best view possible as the Earth passed through the thickest section of the storm.

"It was amazing. We went to Ayer's Rock the night the shower was predicted to peak," he said. "We arrived the day before in a thunder storm and it was a little cloudy that morning, but at sunset the skies were absolutely clear and calm, and we just kind of stretched out on the ground and looked up and watched streaks of light cross the sky."

The transit of Venus is a rare and storied phenomenon. During the 16th and 17th centuries, the most important astronomical puzzle was the precise distance of the Earth from the sun. Astronomers knew if they could clock the exact time it takes for Venus to cross the face of the sun, from various locations on the planet, they could determine the distance between the Earth and sun.

Transits of Venus are rare. They occur in pairs, separated by eight-year intervals. Those pairs are separated by periods of 130 and 113 years. The last pair occurred in 1874 and 1882. By the late 1800s there were other means by which to determine the Earth's distance from the sun, but prior to that, the problem was "perhaps the most significant scientific problem that would benefit from international co-operation."

In the 1700s for example, the Royal Greenwich Observatory dispatched a pair of observers to what is now Churchill, Manitoba, to record their observations of the transit.

"These poor blokes left in the fall the year before and spent a miserable winter in Churchill waiting for the event that occurred in June, so they were there for more than half a year. Fortunately they had good weather that day."

Astronomers of the day "had no



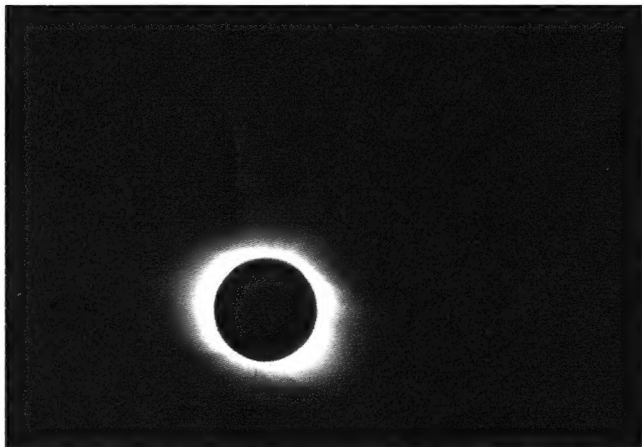
Hube has joined fellow astronomers at sites around the world. He and his wife Joan head to Egypt to observe a transit of Venus June 8.

weather forecasts, no fast transportation, they didn't have instantaneous communication and they went to great trouble and expense, often at great peril to themselves."

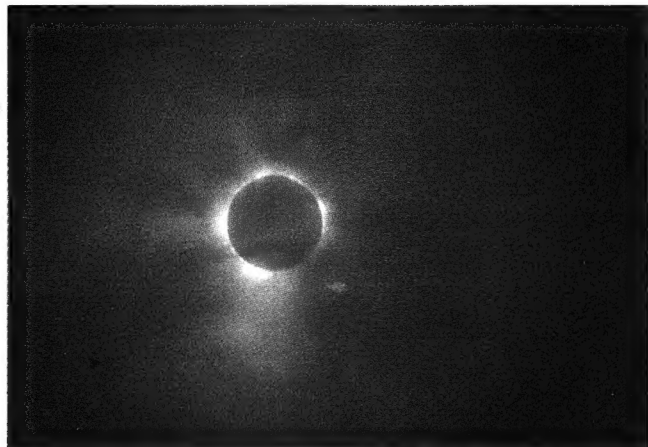
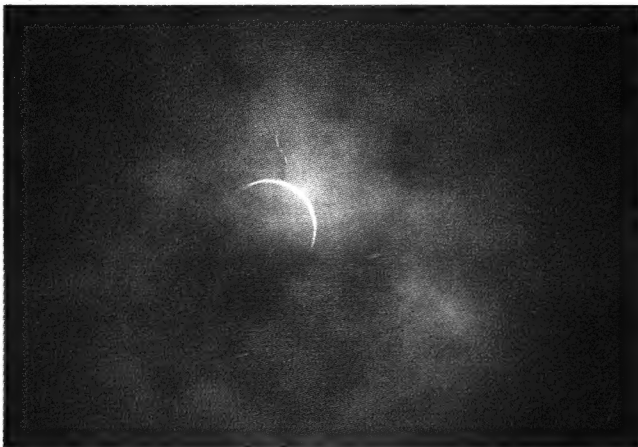
Hube knows that the event won't be seen in Edmonton (the 2012 transit will, however). And from his vantage point on the banks of the Nile, he knows he'll have a full view of the event, which lasts about six hours. According to weather records, there is less than a one-per-cent chance of the skies clouding over that day. Unlike his predecessors, he will be armed with a good digital camera, a fairly compact scope and special filters.

The celebrated astronomer Robert Burnham wrote in his seminal *Celestial Guide* books that the cosmos offers works of art for all to see and none to possess. Hube feels that, in a way, he is sharing the event not only with his contemporaries, but also with those who have seen the phenomenon before and those who will see it in the future.

"These are events we now understand from a scientific point of view, and you can predict from the beginning to the end to a fraction of a second. . . We are very aware of the fact that we will be seeing something no one has seen for 122 years, that we will be seeing something that only 1,000 or 1,200 people in all of history have seen." ■



Hube photographed this eclipse from the Isles of Scilly in August, 1999.



Research uncovers cause of heart defect in newborns

Screening available for “unprecedented” genetic flaw

By Geoff McMaster

When Austin Payson was born in the fall of 2002, his parents thought he was a healthy child. Ultrasound scans taken during his mother’s pregnancy didn’t turn up anything unusual.

So it came as a shock to Laura Payson when she noticed her son’s hands and feet were blue. Blood wasn’t reaching the ends of his limbs, and it turned out Austin was missing part of his aortic arch, the main artery leaving the heart. It took three open-heart surgeries over nine months to finally correct the flaw. His parents are crossing their fingers, hoping that will be the end of the ordeal.

Because of a major discovery announced by University of Alberta heart researchers this month, however, doctors will now be able to see this particular defect coming or at least warn of the risk. Dr. Martin Somerville and his team have discovered a missing gene which they now believe plays a role in heart formation.

“It’s never been found before to be critical for the actual building or formation of the heart,” said Somerville, lead author of the study and director of the U of A’s Molecular Diagnostic Laboratory. “In children with this gene missing, their hearts weren’t put together properly, and that’s one of the more novel aspects of this discovery.”

The missing gene, or more accurately one copy, since a newborn normally inherits it from both mother and father, means that an important protein, called connexin40, is also lacking. It’s been known for some time that the protein is involved in the normal electrical activity in the heart, but its role in building the heart hasn’t

been known.

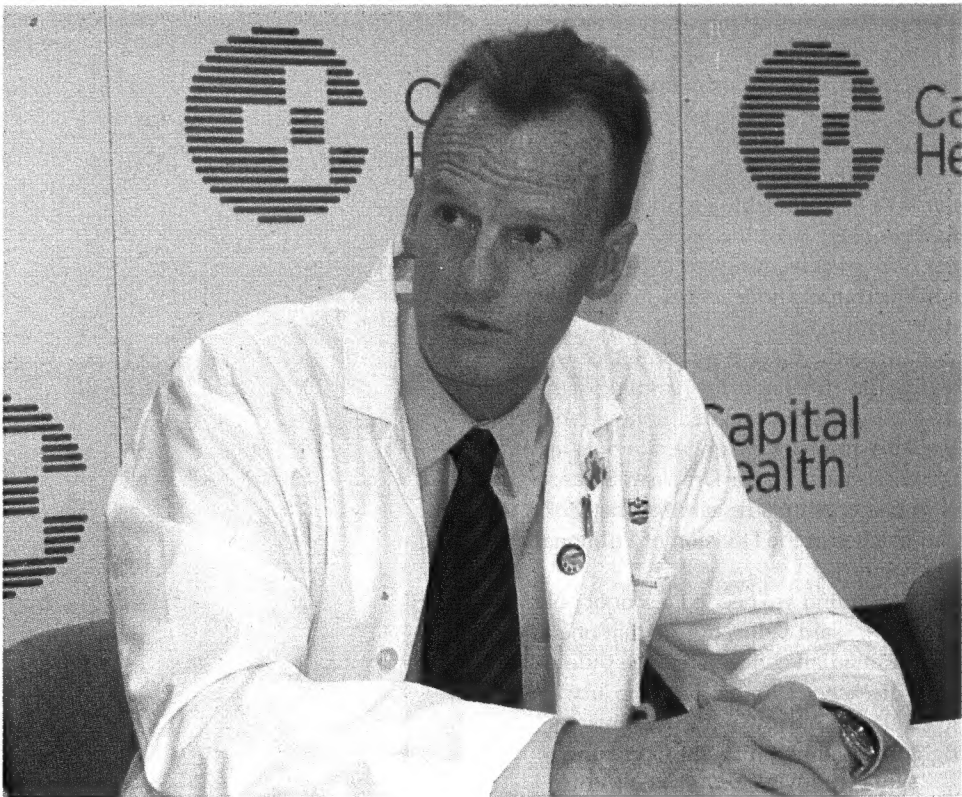
In the cases studied with the missing gene, at least six other genes around connexin40 were also found to be missing, a striking discovery, since the deletion of large gene sequences are usually associated with multiple abnormalities.

“It’s unprecedented to have a missing piece of DNA this large, and only have essentially isolated heart defects as a major clinical finding,” said Somerville. “Usually children that have these types of deletions in other parts of the genome have multiple behavioural problems, developmental problems and can look different.”

Somerville acknowledges the percentage of heart defects in newborns linked to the deleted gene isn’t huge. Of 484 newborns with heart defects tested, three were found to be missing the gene, says Somerville, or between .5 and one per cent. But because so little is known about the causes of heart abnormalities, any discovery is significant, says John Dyck, director of pediatric cardiology at the Stollery Children’s Hospital and a co-author of the study.

“When you look at children born with congenital heart defects, it’s a much bigger problem than what most people think. They represent a significant burden to the families and to society. So we are moving in the direction of beginning to understand why these heart defects occur.”

On the basis of this new information, doctors have now begun screening for the protein in newborns with heart defects. Treatment of the defective gene, or prevention of the heart condition it causes, is still a long way off. But it may one day involve somehow altering the gene sequence, says



Dr. Martin Somerville and his research team have discovered a missing gene which they now believe plays a role in heart formation.

Dyck, enabling the body to produce the vital protein.

As far as Laura is concerned, she says knowing the cause of her child’s ailment brings some peace of mind. “The first thing that goes through a mother’s mind when told her baby has a condition like this is, ‘Was it that glass of wine that I had when I was pregnant?’”

She adds she will have screening done if she decides to have another child. If tests show the gene is missing, the child would have about a 50 per cent chance of developing the heart condition, says Somerville.

The results of the research will be published next month in *Circulation Research*, a journal of the American Heart Association. ■

To all the people who helped bring UAPPOL to life: Thank You!

Wendy Abel	Sydney Bowers	Linda Chalifoux	Trish Dyck	Heather Hogg	Bob Longworth	Ouellette	Linda Schneider	George Thomlison
Linda Abraham	Marg Boyer	Dan Charlton	Lee Elliott	Deborah Holloway	Allan Mah	Debra Owens	Ellen Schoeck	Lisa Tomchyshyn
Chona Aguilar	Dwight Bozak	Donna Chisholm	Mike Enzle	Shelagh Hohm	Doug Mann	Mary Paul	Carl Schumaker	Fran Trehearne
Diane Albrecht	Mat Brechtel	Kendra Christie	Jane Ferrante	Lynn Hruczkowski	Wayne McCutcheon	Shawn Paulson	Jaime-Lyn Semeniuk	Lorraine Ulmer
Carl Amrhein	Brenda Briggs	Phyllis Clark	Marilyn Florence	Valerie Hunter	Don McKay	Susan Peirce	Len Sereda	Gordon Unger
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www.uappol.ualberta.ca

UAPPOL is “University of Alberta Policies and Procedures On-line.” UAPPOL (say “U apple”) is the University’s official repository of policy and procedure. A work in progress, it will be complete in 2006.

To learn all about UAPPOL, visit www.uappol.ualberta.ca or contact Gwen Bauer, Office of the Vice-President, Finance and Administration



Asthma kit developed for schools

Program will help teachers understand disease

By Bev Betkowski

Researchers at the University of Alberta are helping children and their teachers breathe easier by developing a formal policy to make Alberta schools asthma-friendly.

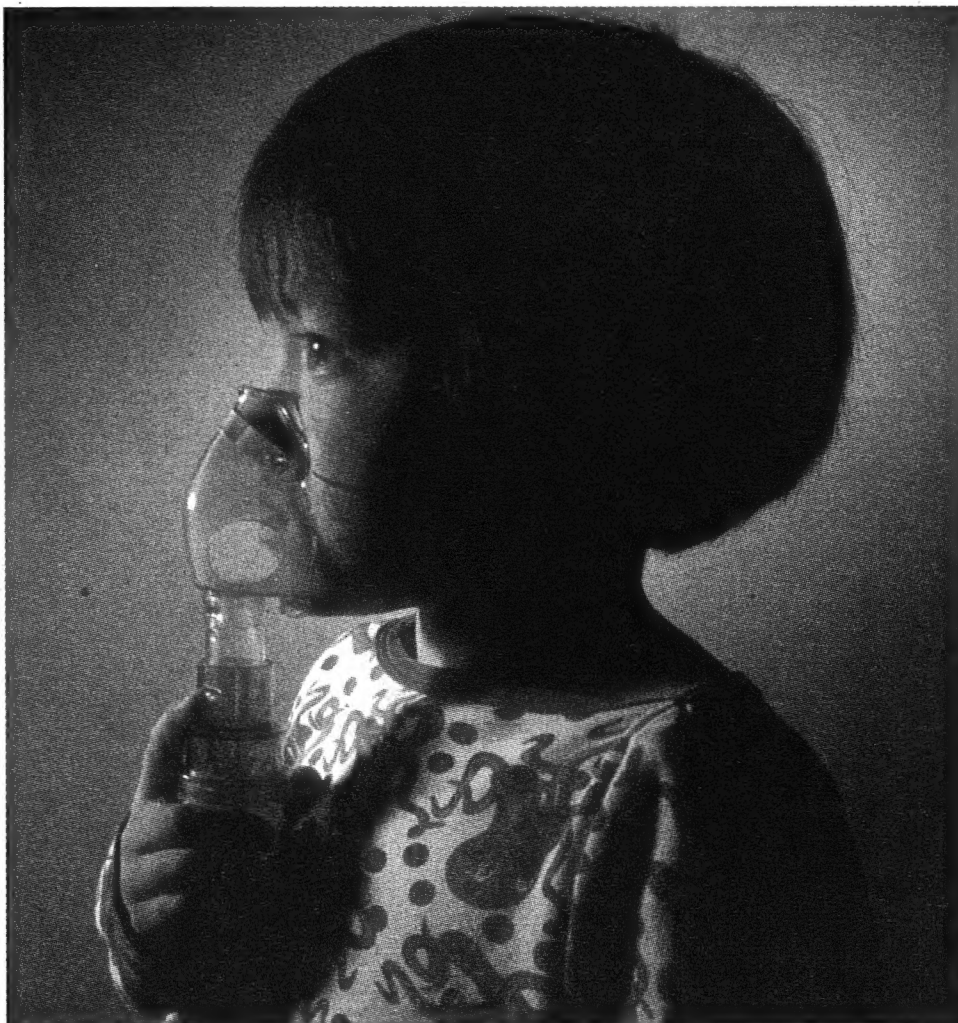
The Alberta Asthma Centre, based at the U of A, is launching a pilot program in four schools across the province, introducing resource kits designed to help school administrators and teachers support students with asthma.

Currently, there is no formal, consistent policy in schools for handling asthmatic students and related issues, and the Alberta Asthma Centre wants to lead the way, said director Dr. Dean Befus, who heads asthma research at the U of A and teaches in the Division of Pulmonary Medicine.

"We found we needed a school policy program," said Befus, noting that one in eight Canadian children has the pulmonary disease. Asthma causes the airways to swell and narrow while the muscles tighten, making it difficult to breathe.

When the Alberta Asthma Centre opened in 1993 at the U of A, the organization's initial research in hospitals, schools and day-care centres showed gaps in knowledge "of what was available for children in regard to understanding their asthma and participating in its management."

What followed was RAP (Roaring Adventures of Puff), a childhood asthma education program, complete with a friendly purple dinosaur, that the Alberta Asthma Centre delivered to schools. In the process, "we began to recognize variability among schools in handling asthma-related issues," Befus said. "Some schools refused to even let the kids keep their inhalers. Other schools were very loose with it."



A new province-wide campaign will make sure schools understand asthma and the way it affects patients.

The new resource kit developed by the centre includes a checklist of responsibilities for children, parents, schools and their boards; a trigger checklist and a list of community resources.

The kit also outlines information and

guidelines on identifying students with asthma, accessing medication, handling worsening asthma, participating in all activities and collaborating for asthma-friendly schools.

When the pilot project wraps up at

"We began to recognize variability among schools

in handling asthma-related issues. Some schools

refused to even let the kids keep their inhalers.

Other schools were very loose with it."

— Dr. Dean Befus

the end of this summer, "we hope to have achieved an improvement in the quality of life of students with asthma and how the school is able to support them in achieving that," said Shawna McGhan, education coordinator at the Alberta Asthma Centre.

Simple measures that become part of the school process, such as asking at the beginning of the year who has asthma, are ways to make staff aware, she said. "There is so much that can be prevented and when issues do arise, staff know how to respond. They need something that allows them to have a process in place for it to be simple to work with children who have asthma."

If the kit does prove effective for its users, "the next step is to determine whether it can practically be adopted by all the province's schools," she added. "This is exciting. It is the first of its kind in Canada."

The four schools involved in the pilot project are in Fort Saskatchewan, Fort McMurray, Cold Lake and Lethbridge. Each of the test schools is mirrored by another one in the same district that doesn't receive a resource kit.

The pilot project is being funded by the Alberta Strategy to Help Manage Asthma (ASTHMA) and the province's Community Initiatives Program. ■

\$900,000 donation pumps up asthma research

Dean Befus earns special recognition

By Bev Betkowski

The partnership between the University of Alberta and a major pharmaceutical company has turned into a \$900,000 investment in ongoing asthma research.

The April contribution by AstraZeneca Canada brings the company's total contribution to \$3 million in an endowed chair at the U of A to support the work of Dr. Dean Befus and his research team.

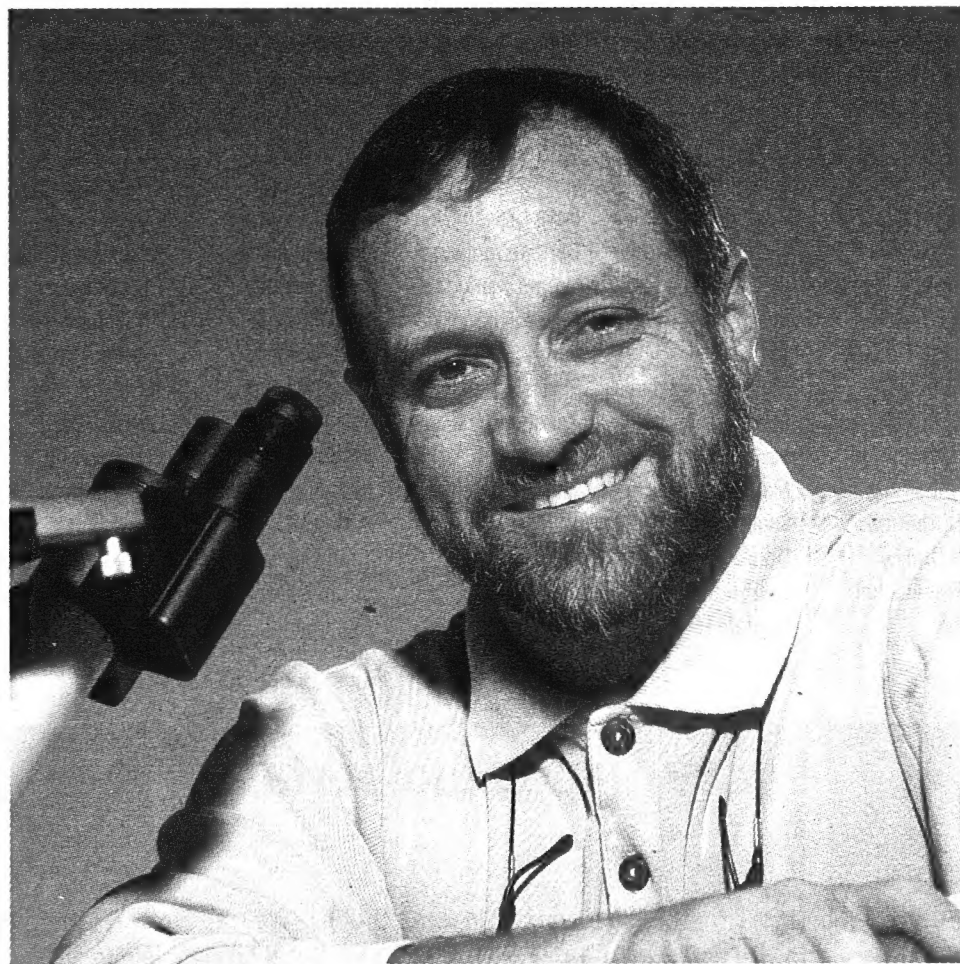
Befus, who holds the AstraZeneca Canada Inc. Chair in Asthma Research, focuses his work understanding the mast cell, which is believed to be an important factor in the body's defence against infection, disease and allergic reactions in the lungs. His research also deals with preventing lung injury and, through the U of A-based Alberta Asthma Centre, on educating asthma-sufferers in effectively managing their conditions.

In acknowledging the ongoing support given by AstraZeneca, Befus, a professor in the U of A Division of Pulmonary Medicine, said the corporation is a supportive partner.

"In the corporate biotechnical and pharmaceutical culture in Canada, it's very clear AstraZeneca is held up as a leading corporate culture that interacts well" with the academic and scientific communities, Befus said.

"We like the particular focus on the immune basis of asthma, which attempts to give us a better understanding of the underlying pathology."

— Dr. Kazi Borkowski



Dr. Dean Befus and his research team have received a total of \$3 million in research support from AstraZeneca Canada Inc.

Though research funding from industry is sometimes frowned upon as "tainted", the assumption is inaccurate, said Dr. Lorne Tyrrell, dean of the U of A Faculty of Medicine and Dentistry.

"In this day and age we can't survive without forming partnerships. Industry is an important part," said Tyrrell, who said he worked for years in private industry without being restricted. "An endowed

chair like this gives freedom" to researchers, he added.

AstraZeneca's steady commitment to his research at the U of A has resulted in two recent developments, said Befus. One is a small spin-off biotechnology company that is studying stress and its relation to aggravating asthma symptoms. "The company has (developed) a pathway we think controls that," Befus said. The second development is gene therapy, which he hopes within a year will be approved for study in humans. "I'm enthusiastic about what's in front of us," he added.

The U of A is one of only four Canadian universities supported by AstraZeneca, and gets that backing because of Befus' "groundbreaking" research into the roots of asthma, said Dr. Kazi Borkowski, vice-president of medical affairs for the company.

"We like the particular focus on the immune basis of asthma, which attempts to give us a better understanding of the underlying pathology," Borkowski said. That, in turn, helps the company target development of treatment options. AstraZeneca made its first contribution to the U of A in 1993, in the amount of \$500,000.

Currently, two million Canadians, 200,000 of them children, suffer from asthma. About 500 people die each year as a direct result of the disease. Asthmatics suffer shortness of breath, chest tightness, coughing and wheezing. The lining of the airways becomes inflamed and mucus production increases dramatically. ■

Winning design delivers goods

U of A inhaler leaves others in the dust

By Richard Cairney

A pair of University of Alberta engineering researchers have earned an international award for an innovative new design of a device that delivers drugs to the lungs.

The inhaler, designed by Dr. Warren Finlay and research associate Lin Wang from the Department of Mechanical Engineering, has been licensed by pharmaceutical firm LAB Pharma.

And it's no wonder. The U of A-designed inhaler is the most effective of its kind ever devised, its inventors say.

Finlay became involved in the project while working with the Canadian Armed Forces to develop a device that would allow patients to inhale antibiotics. At the U of A, he teaches advanced fluid mechanics and a new introductory course on research to undergraduate students, as well as courses on inhaled pharmaceutical aerosols at the graduate level.

When the Armed Forces suggested they wanted to develop a dry-powder inhaler, Finlay enlisted Wang, and the two began working on a decidedly simple design. Existing inhalers, commonly referred to as puffers, are typically used to treat asthma

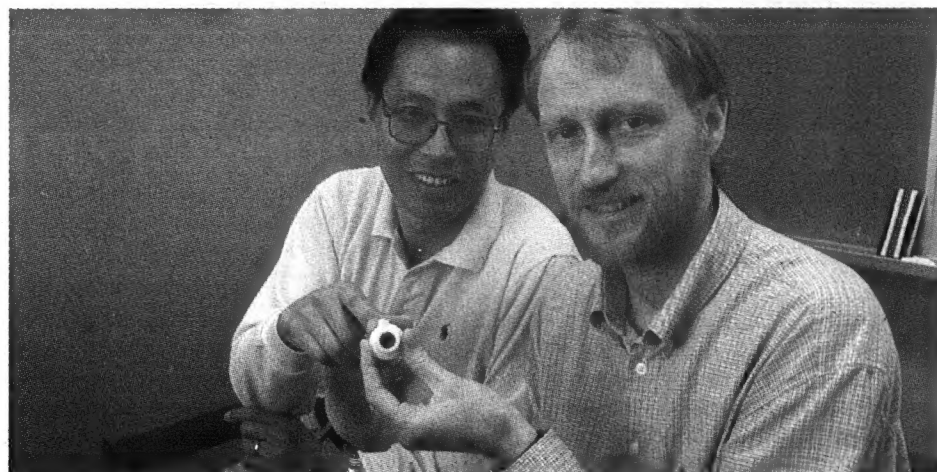
and employ pressurized aerosols – the devices are essentially spray cans. But the inhaler developed by Finlay and Wang, independent of the Armed Forces, which didn't fund or participate in the research, relies on the force of the user inhaling, and delivers a drug in dry powder form.

The inhaler earned first prize last month in an Association of Health Technologies Industry competition. Once a provisional patent had been granted for the design, LAB Pharma approached them looking for dry-powder inhaler designs.

"So we came into this in a circuitous and serendipitous route," Finlay said of the process and the design, for which they've filed a patent.

LAB Pharma was so impressed with the work of Finlay and Wang that it also asked the two to evaluate other designs using different technologies, said Wang.

The inhaler Finlay and Wang designed is circular and when users draw a breath from the mouthpiece, they cause dry powder medicine to swirl, creating a cyclone. Larger clumps of powder are pounded into tiny particles when they collide with one



Lin Wang and Dr. Warren Finlay with a prototype of their new dry-powder inhaler. The device will be manufactured by LAB Pharma.

another and against a fine wire mesh. The mesh itself, Wang says, "reduces the intensity" of the cyclone, ensuring the medicine is inhaled, rather than shooting out of the device and sticking to the back of a patient's throat.

And that is one of the problems with most of the dozen or so dry-powder inhalers on the market.

"Most of them don't behave very well," he said. "A lot of the medicine lands in your mouth and your throat."

But with their new design, says Wang, "I think we've beat everybody." While most inhalers deliver just 20 or 25 per cent of a drug dose effectively, "we can reach 70 per cent," he said, "and no one else can reach more than 50 per cent." ■

talks & events

Submit talks and events to Cora Doucette by 3 p.m. Thursday one week prior to publication. **Folio Talks and Events listings will no longer accept submissions via fax, mail, e-mail or phone. Please enter events you'd like to appear in Folio and on ExpressNews at: <http://www.uofaweb.ualberta.ca/events/submit.cfm>.**

MAY 28 2004

Communication Across Contexts: Annual Research Symposium The symposium will begin with a poster session of current research that explores communications topics from a diverse range of topics. The poster session will be followed by a distinguished lecture from keynote speaker Dr. Stella Ting-Toomey a professor of Human Communications Studies at California State University (Fullerton). Dr. Ting Toomey's lecture is titled "Intercultural facework competence: connecting theory with practice". Finally, a panel discussion including Bob Christie, David Mitchell, Linda Szekeley and Victor Tanti and question & answer period will follow. Timms Centre for the Arts. 1 to 4:30 p.m.

2004 Distinguished Lecture in Communications and Technology Stella Ting Toomey, PhD, from California State University at Fullerton, will give the 2004 Distinguished Lecture in Communications and Technology. Dr. Ting Toomey is a professor in the Faculty of Human Communications Studies at CSU. The title of her presentation is "Intercultural Facework Competence: Connecting theory with practice". The Distinguished Lecture in Communications and Technology is presented as part of the 2004 Communication and Technology Research Symposium: Communications Across Contexts. Timms Centre for the Arts. 2:30 to 4:30 p.m.

Corporate Challenge Opening Ceremonies The University of Alberta Corporate Challenge Team will kick off the games with the rest of the City at the opening of the 2004 Games. Come to the U of A tent for refreshments and to celebrate the start of this two-week event. Borden Park. 5 p.m.

MAY 29 2004

CPF National Concours d'art oratoire 2004 Canadian Parents for-French (CPF) will be hosting a national public speaking competition at Faculté Saint-Jean. The National Concours d'art oratoire 2004 will bring together 45 students in Grades 11 and 12 from across Canada, who will present a speech they have written in French. For many of the students, French is their second language. As finalists, they have competed and won at school, regional and provincial or territorial levels. 9:30 a.m.

MAY 31 2004

Chancellor's Cup Golf Tournament Blackhawk Golf Course. Contact Information: Senate Office, 492-2268. 1 p.m.

JUN 02 2004

Cooperative Program in Agricultural Marketing & Business 'Reducing Risk, Protecting People: Implications for Health, Food, and Agribusiness.' Risks are inherent in the agriculture/food industry. Historically risks centered around weather and markets. In more recent times the

industry is facing newer risks from resource availability to changes in consumer preferences, to disease and health issues. Symposium 2004 provides us with an opportunity to examine risk in the context of the overall industry and in individual farm or firm management. Room E1-013 ETLC. 8:30 a.m. to 5 p.m.

Spring Convocation Ceremonies Spring Convocation Ceremony for the Faculty of Science. Jubilee Auditorium. 2 to 5 p.m.

JUN 03 2004

Preparing an NSERC Discovery Grant A representative from NSERC will present information on preparing NSERC Discovery Grant applications. A question period will follow the presentation. The workshop will be of interest to both new and re-applicants. Room 1-008 ETLC. 9 to 11 a.m.

Department of Cell Biology and AHFMR Recruit Candidate. Dr. Christophe Herman Postdoctoral Fellow Department of Microbiology & Immunology University of California San Francisco. "How an ATP-dependent membrane protease differs from its cytoplasmic counterparts." 6-28 Medical Sciences Building. 9:30 a.m. to 10:30 a.m.

Spring Convocation ceremony Spring Convocation Ceremony for the Faculty of Engineering and Faculty of Agriculture, Forestry, and Home Economics. Jubilee Auditorium. 2 to 5 p.m.

JUN 04 – JUN 06 2004

Chigire-E Ruth Daynes and Joan King invite you to experience their world of Chigiri-E. Exotic and unique pictures are created using torn, imported Japanese paper. This is truly an extraordinary art form! On-going demonstrations are in the classroom area (upstairs) of the main building. Regular admission rates apply. Contact Visitor Services at (780) 987-3054 for further information. Devonian Botanic Garden. 10 a.m. to 5 p.m.

JUN 04 2004

Department of Biological Sciences Wei Xiao, Department of Microbiology, University of Saskatchewan is presenting a seminar on "Beauty and the Beast: Roles of Two Ubiquitin Conjugating Complexes in Cancer and Immunity," in G-217 of the Biological Sciences Building. 3 p.m.

JUN 05 2004

Saturday Walk with a Garden Horticulturist (Trees & Shrubs) Meet at the Shop-In-The-Garden at noon tour the Gardens extensive tree and shrub borders, many of them in full spring colour at this time! Horticulturist Gordon Nielson will guide the tour and provide information for all your questions! Regular garden admission rates apply. Phone (780) 987-2064 to book your spot and enjoy a pleasurable pre-summer walk! Devonian Botanic Garden. 12 p.m. to 1 p.m.

JUN 06 2004

Kurimoto Japanese Garden Spring Festival The Devonian Botanic Garden is pleased to present a unique opportunity to celebrate Japanese culture in its entire splendour. The festival will include Taiko drumming, Ken jujitsu, demonstrations on origami, Taiko, tea ceremonies, bonsai, Chigir-e, ikebana and much, much more! Regular admission rates apply. 1 to 4 p.m.

JUN 07 2004

The U of A Medical Alumni Association Convocation Breakfast The U of A Medical Alumni Association presents the Convocation Breakfast honouring the graduates of 2004. Lister Hall, Maple Leaf Room. 8 a.m.

Department of Cell Biology and AHFMR Dr. Daochun Kong Postdoctoral Fellow Laboratory of Molecular Growth and Regulation National Institute for Child Health and Human Development A Division of National Institutes of Health Bethesda, MD Title of Talk: "Control of Cell Growth Cycle: Initiation and Regulation of Chromosomal DNA Replication in the Fission Yeast *S. pombe* and Metazoans" 6-28 Medical Sciences Building. 9:30 a.m. to 10:30 a.m.

Centre for Research on Teacher Education and Development Advancing a Scholarship of Teaching through a Reflective Portfolio Process: The University College Cork, Ireland Experience. Since 2000, Dr. Nona Lyons has been a Visiting Research Scholar at University College Cork, Ireland. Dr. Lyons' current research activities include projects in three main areas: The Portfolio Project; the Spencer Fellowship Research Project and Narrative Teaching Practices. In addition to these research projects, Dr. Lyon has published in several journals and books, as well as in a number of edited books. Her two most recent publications are "The Centrality of Reflective Engagement in Learning and Professional Development" in The University as a Learning Organization and "The Reflective Portfolio in Self-Study: Inquiring into and Representing a Knowledge of Practice" in The Handbook of Self-Study. 633 Education South. 2 p.m. to 3:30 p.m.

Spring Convocation ceremony Spring convocation for the Faculty of Medicine and Dentistry and Faculty of Education (Elementary Education students). Jubilee Auditorium. 2 to 5 p.m.

JUN 08 2004

Spring Convocation Ceremonies Spring Convocation ceremony for the Faculty of Education (Secondary Education, Adult Education and Diplomas of the Faculty of Education), Faculty of Physical Education and Recreation and Faculty of Rehabilitation Medicine. Jubilee Auditorium. 2 to 5 p.m.

JUN 09 – JUN 11 2004

Access & Privacy Conference 2004 Access & Privacy Conference 2004 provides a professional development opportunity for professionals who are involved with health information (HIA), FOIP, and private sector privacy. Coast Plaza Hotel, Edmonton. Contact: Dore Pilon, conference coordinator, 492-9447. 8:30 a.m. to 4:30 p.m.

JUN 09 2004

PHS Grand Rounds Special Grand Rounds with Guest Speaker, Dr Robert Platt, Director, Biostatistical Consulting Services; Assistant Professor, Department of Pediatrics and Department of Epidemiology, Biostatistics and Occupational Health, McGill University, Montreal, Quebec "Analysis of Fetal and Infant Mortality Using Time Since Conception" This event is an accredited group learning activity as defined by the Maintenance of Certification Program of the Royal College of Physicians and Surgeons of Canada. Room 2-117 Clinical Sciences Building. 12 p.m. to 1:15 p.m.

Spring Convocation Ceremonies Spring convocation ceremony for the Faculty of Law, Faculty of Pharmacy and Pharmaceutical Sciences, School of Business and Faculté Saint-Jean. Jubilee Auditorium. 2 to 5 p.m.

JUN 11 2004

Spring Convocation ceremonies Spring convocation ceremony for the Faculty of Arts and School of Native Studies. Jubilee Auditorium. 2 to 5 p.m.

JUN 13 2004

West Coast Vancouver Island Marine Species at Risk Workshop Discuss the Recovery of Marine Species at Risk on the West Coast of Vancouver Island. The goal is to engage First Nations, scientists, managers, academics, graduate students and community members to help promote understanding to complex social and environmental issues around marine species at risk This is also a call for abstracts for those who would like to give presentations. Plans are underway to web-publish proceedings. The Bamfield Marine Sciences Centre. 7 p.m.

JUN 24 2004

Retirement Celebration The Faculty of Extension invites interested parties to join us in celebrating the retirements of our colleagues: Dr. Bert Einsiedel, Dr. Wayne Lamble, Mr. Bob Smyth, and Mr. Val Smyth. To congratulate them on their numerous accomplishments, please join us for a short program and stand-up reception in the Telus Centre for Professional Development on Thursday, June 24, 2004 from 3:30 p.m. to 5:30 p.m. RSVP by June 15, to Lisa Watson at 492-2681 or lisa.watson@ualberta.ca

Ads are charged at \$0.65 per word. Minimum charge: \$6.50. All advertisements must be paid for in full by cash or cheque at the time of their submission. Bookings may be made by fax or mail provided payment is received by mail prior to the deadline date. Pre-paid accounts can be set up for frequent advertisers. Please call 492-2325 for more information.

ACCOMMODATIONS FOR RENT

REAL ESTATE – Buy or Sell, Leases (Furnished/unfurnished). Janet Fraser or Gordon W.R. King. Telephone: (780) 441-6441, www.gordonwrking-assoc.com Gordon W.R. King and Associates Real Estate Corp.

NEW RIVER LOCATION "THE LANDING" – two bedroom plus den, hardwood floor, exciting space. Long lease available. \$1,500/month. Call Janet Fraser, Gordon W.R. King and Associates Real Estate, 441-6441.

DOWNTOWN LIVING "THE SUMMIT" two storey townhouse with two bedrooms, two bathrooms. Underground parking, upscale living. Fully furnished. \$1,200/month. Call Janet Fraser, Gordon W.R. King and Associates Real Estate, 441-6441.

VILLAGE AT GRIESBACH – brand new sparkling sunny duplex, three bedroom, two storey. \$1,150/month. Call Michael Jenner, Gordon W.R. King and Associates Real Estate, 441-6441.

WESTMOUNT FABULOUS DUPLEX, three bedroom plus den. Finished basement. Double garage. \$1,150/month. Call Janet Fraser, Gordon W.R. King and Associates Real Estate, 441-6441.

CLARIDGE HOUSE, NEAR U OF A – executive one bedroom condo, fully furnished. Building has amenities, pool, add exercise room. \$1,150/month includes all utilities. Call Janet Fraser, Gordon W.R. King and Associates Real Estate, 441-6441.

CALL NOW! To buy, sell, lease a condominium. \$65,000 to \$688,000. Please ask for Connie Kennedy, condo specialist/consultant, since 1968. RE/MAX Real Estate Central, 482-6766, 488-4000.

MODERN, NEWER, EXECUTIVE BUNGALOW, exceptional home and location, professionally fin-

ished basement. Three full bathrooms, furnished or unfurnished, October/04, Sharon 440-0344.

WINDSOR PARK furnished bungalow, five minutes to University/Hospital. Three bedrooms, finished basement. September-May, \$1,400/month. Carla (780) 434-0656, cspinola@shaw.ca

GARNEAU CONDO. IMMACULATE. Walk to U of A hospital/campus/LRT. Living/dining with fireplace, deck. Den with bay window. Two bedrooms with deck. European kitchen with eating area. Ensuite laundry. Lease includes underground parking, water, gas, storage. Available August, 2004. \$1,240/month. Contact Pauline 1(780) 475-9723, (780) 484-8059.

SUNNY BEAUTIFUL 1,300 sq ft main floor of bi-level. St. Albert. Fully furnished, newly renovated, three bedrooms. Hardwood floors. No smoking/pets. Adults only. \$1,700/month. D.D. Available September – April. Utilities included. 458-5385. **VICTORIA, B.C.** one bedroom apartment. Parkside. Downtown. Views. Spring, summer and fall bookings. \$465/week. (780) 995-9878.

NEWLY RENOVATED RIVERBEND HOUSE, four-level split, three bedrooms. Front drive, double garage. Non-smoking, no pets. \$1,550, plus utilities. Call 437-3672.

QUIET PARKALLEN LOCATION – three bedroom house available June 1. Large yard, no smoking/dogs. \$1,000/month. E-mail for photos jlannesley@yahoo.ca 433-4085 or 777-2957.

U OF A AREA, 2 + 1 bedrooms. Full basement. Two full baths, double garage. Renovated, quiet, clean, bright. No pets/smoking. July 1. 437-2643, 909-4788.

BELGRAVIA CONDO in quiet neighbourhood. Walking distance to University campus

and Hospital. Close to Whyte Avenue, steps from river valley trails. 1,315 sq ft, two bedrooms, two bathrooms. Includes seven appliances, Jacuzzi, gas fireplace, gas BBQ hook-ups, built-in vacuum, large balcony, double (tandem) underground parking, car wash bay, video security. Non-smoking, no pets. One year lease. Unfurnished is \$1,350 per month including utilities. Fully furnished options available. Available August or September. Call 707-0310.

CHARMING GLENORA CHARACTER HOME. Two bedrooms plus den, hardwoods throughout. 1.5 baths. Non-smoking. \$1,225. July 1. 453-6715.

BEAUTIFUL HERITAGE HOME located one block from campus. Available July 2004. fully furnished with quality rugs and furnishings, dishes, linens, etc. \$1,995/month plus utilities and security deposit. Please contact Brian or Kathy at 403-628-2178 or ebg@3web.net

SABBATICAL HOME – furnished 2,500 sq ft, University area, five minutes walk to Campus and Hospital. Close to Old Strathcona and river valley walks. Two storey, with loft, three bedrooms, finished basement. Non-smoking only and no pets. Available September 1, 2004 – June 30, 2005 (flexible). \$1,800/month. Phone 431-1172.

WINDSOR PARK PLAZA, near U of A, LRT and hospital. Male will share nice clean 2-bedroom apartment with quiet, responsible, non-smoker. \$485.00 a month, including utilities, except phone. Call 437-9546 (evenings) or 469-6615.

QUALICUM BEACH, Vancouver Island. Holiday suite, quiet and peaceful. One bedroom, full kitchen, close to beach. (250) 752-5127, www.geocities.com/dandelioncottageca/

MINT CONDITION, UPSCALE, two storey duplex with three bedrooms, 1.5 baths plus ensuite and

walk-in closet in master bedroom. Includes five appliances, gas fireplace, all window coverings and garage. No smoking, no pets. Rent negotiable. Phone (780) 462-8202.

ACCOMMODATIONS FOR SALE

VICTORIA PROPERTIES – Knowledgeable, trustworthy Realtor, whether you're relocating, investing or renting. Will answer all queries, send information, no cost/obligation. "Hassle-free" property management provided. Lois Dutton, Duttons & Co. Ltd., Victoria, B.C., 1-800-574-7491 or lois@duttons.com

TWO ADJACENT LOTS on golf course development, 2,660 sq meters, near Drayton Valley, \$60K. See <http://members.shaw.ca/renee99/lotsforsale/lots.htm>

BELGRAVIA HOME – older, three bedroom, excellent condition, near University (11419 – 74 Avenue). Call 446-0884.

AUTOMOBILES

RARE 1981 MERCEDES 380SLC, red, automatic, a/c, h/s, power sunroof, cruise. Beautiful! \$18,500. 487-0317.

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CASH PAID for quality books. Edmonton Book Store, 433-1781, www.edmontonbookstore.com

SERVICES

ALEXANDER EDITING – Manuscripts, theses, proposals, correspondence. Eleven years academic editing experience. 433-0741. Email: nathanlaroi@shaw.ca

positions

The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIPPA). The University of Alberta hires on the basis of merit. We are committed to the principle of equity of employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons. With regard to teaching positions: All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. For complete U of A job listings visit www.hrs.ualberta.ca

VICE-CHAIR, WOMEN IN SCHOLARSHIP, ENGINEERING, SCIENCE AND TECHNOLOGY

The University of Alberta invites applications for the position of vice-chair WISEST. Reporting to the Vice President (Research), the vice-chair is the designated leader of the WISEST Committee and is responsible for the overall coordination of WISEST activities as outlined in the strategic plan over a three-year, renewable, term of office. It is expected that:

- the position will be occupied by a relatively senior female member of the academic staff in a science, engineering or technology related field at the University of Alberta,
- WISEST related responsibilities will be officially recognized as part of her contribution to the university and the science, engineering and technology community, and
- consideration will be given to providing suitable teaching/administrative relief at the faculty/department level during the period of service.

Professional Background

- a member of a science, engineering or technology related profession,
- relatively senior academic staff member,
- recognized as a resource person on women's issues in science, engineering or technology within the University of Alberta and related communities (professional organizations, societies, groups),
- demonstrated interest in, and strong connections with the community and with industry,
- a record of successful teaching experience in science, engineering or technology,
- a record of interest/activities in the public dissemination of science related information.

Personal Qualities

- good communication skills
- enthusiastic about her chosen field
- excellent organizational skills
- excellent facilitation skills
- experienced team leader
- highly regarded in her professional area

Vision for WISEST

- endorses the strategic plan/strategic initiatives,
 - focused on promoting the goals of WISEST within the University of Alberta and beyond,
 - committed to building partnerships with industry, government and other agencies,
 - accountable to the WISEST Committee,
 - reports to the Vice-President (Research).
- Please refer to the WISEST website (www.wisest.ualberta.ca) for further information about WISEST programs and research, as well as for more information about the detailed responsibilities

ties of the Vice-Chair WISEST role.

Letters of interest, including a curriculum vitae and the names of three people who may be contacted for references should be sent to: Dr. Andy Greenshaw, Associate Vice President (Research), 3rd Floor University Hall. This competition will remain open until a suitable candidate is found.

RECRUITMENT DIRECTOR, DIVISION OF HEALTH SCIENCES LABORATORY ANIMAL SERVICES FACULTY OF MEDICINE AND DENTISTRY

The Faculty of Medicine and Dentistry is accepting applications for the position of Director, Health Sciences Laboratory Animal Services (HSLAS).

The director is responsible for the provision of full support services for investigators using animals in research, teaching and testing in the Health Sciences faculties. HSLAS provides a complete range of services to the scientific community, which includes the acquisition and breeding of laboratory animals, animal care, technical services with animals on request, assistance in choosing and acquiring appropriate animal models, clinical and diagnostic services and comparative pathology. HSLAS is responsible for maintenance of the University of Alberta Transgenic Facility and also provides specialty services in gnotobiotics and bio-containment.

HSLAS routinely offers investigators and their teams training programs on the management, handling and manipulation of common laboratory animal species.

The director works with an assistant director, operations in deployment of over 40 technical and support personnel. There are ten managers responsible for the different aspects of the division's responsibilities in animal care and use, which includes the acquisition and transportation of material and animals and the day-to-day maintenance of equipment essential to full operation.

The director is responsible for the financial management of the division. Since HSLAS operates on a 70 per cent cost recovery basis, the director must have a firm grasp of financial procedures within the system, and the effective and continuing use of fiscal performance indicators.

The director must be familiar with all legislation and contractual obligations, which determine standards of animal care and use. This includes the Universities Act and the Animal Protection Act for the Province of Alberta and full compliance with the guidelines set forth by the Canadian Council on Animal Care.

He or she has the ultimate responsibility in

the Health Science Faculties for the provision of adequate veterinary care.

The director is a permanent voting member of the Health Sciences Animal Policy and Welfare Committee and the University Animal Policy and Welfare Committee.

The director reports to the Associate Dean, Research, Faculty of Medicine and Dentistry.

The director must be a Doctor of Veterinary Medicine, eligible for licensure to practice in the Province of Alberta. A postgraduate degree in one of the biomedical sciences and/or ACLAM accreditation would be an asset. Experience in the provision of research animal services is preferred, together with a sound working knowledge of laboratory animal medicine.

The director is a five-year temporary academic position with a competitive salary range (\$64,300 - \$92,000) and benefits package.

Interested individuals are invited to apply in writing by June 30, 2004 to:

Search & Selection Committee, Director (HSLAS)
c/o Dr. T.F. Bayans (University Veterinarian)
Office of Research Certification and Approvals (ORCA)
Rm 3050 RTF, 8308 – 114 Street
University of Alberta
Edmonton, Alberta T6G 2V2
Fax 780-492-9429

Please include curriculum vitae along with the names of three referees.

DIRECTOR OF DEVELOPMENT AND PUBLIC RELATIONS FACULTY OF NURSING

The Faculty of Nursing is seeking applications for the position of director of development and public relations. Reporting to the dean, this

self-motivated, energetic, and creative individual will be responsible for conducting, co-ordinating and managing all of the faculty fund raising and public relations functions. This individual will lead the development and public relations team, manage the area budget, and advise the dean in all areas of fund development and public relations. Specific responsibilities include establishing annual and long term fund raising and reporting structures; serving as the primary planned-giving liaison for cultivating existing and prospective donors; planning and directing the major fund raising campaign; implementing and managing the donor recognition and stewardship programs; promoting relations with alumni; and overseeing the design and operation of public relations, student recruitment, and special event activities.

The successful candidate will have a proven track record of three – five years of successful fund development experience, including major individual gifts; be goal-oriented, and possess exceptional interpersonal and communication skills. An applicable undergraduate degree as well as knowledge of the university environment and the donor community is preferred. CFRE designation would be an asset. A valid driver's license is required as some travel is involved. This is a continuing administrative professional officer position with a salary range of \$52,455 - \$83,059 and a generous pension and benefits program. Closing date for applications is June 4, 2004.

The current temporary incumbent will be applying for this position.

Applications should be sent to Susan Kavanagh, Human Resources Advisor, Faculty of Nursing, University of Alberta, 3rd floor, Clinical Sciences Building, Edmonton, AB T6G 2G3; email: susan.kavanagh@ualberta.ca; Fax: 780-492-2551.

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PRESIDENTIAL SEARCH COMMITTEE

On December 12, 2003 Dr. Fraser announced his plan to retire as President on June 30, 2005, the end date of his current appointment. In accordance with policy, the Board of Governors struck a Committee to conduct a search for Dr. Fraser's replacement.

Members of the Presidential Search Committee are:

Jim Edwards	Chair, Board of Governors
Chair, Search Committee	
*John Ferguson	Chancellor
*Eric Newell	Chancellor Elect
Ross Grieve	Member, Board of Governors
Brian Heidecker	Member, Board of Governors
Dr. Patricia Clements	Academic (Professor of English)
Dr. Stewart Hamilton	Academic (Professor of Surgery)
Dr. John Vederas	Academic (Professor of Chemistry)
Dr. Michael Mahon	Dean
Dr. Laura Frost	Chair, Department of Biological Sciences
Dr. Gordon Swaters	AAS:UA
Mat Brechtel	Students' Union
Jordan Blatz	Students' Union
Lee Skallerup	Graduate Students' Association
Dr. Jill Bushrod	Senate
Joy Correia	NASA
Gordon Barr	Alumni

*Dr. Ferguson has requested that Dr. Newell replace him on the Committee effective April 23, 2004.

The Presidential Search Committee has held two meetings to date and a report of the meetings is available on the Board of Governors' Web site www.ualberta.ca/governors. Regular meeting updates will be posted to this website.

The Presidential Search Committee currently welcomes input and comments from members of the University of Alberta community regarding the upcoming search for President.

In particular the Presidential Search Committee would hope that you might address the following questions:

1. What, in your view, are the main issues, opportunities and challenges facing the University of Alberta at this point in the University's history?
2. Given that context, what would be the academic credentials, background, administrative and professional experience and personal qualities that you would advise the Search Committee to seek in potential candidates for the position of President?

3. Where/in what current institutions or positions might suitable candidates be located?

Please submit your comments in writing, in confidence, by sending them to Dr. Janet Wright, Executive Search Consultant or Ms. Louise Shulko, Board Secretary.

Dr. Janet Wright
Janet Wright & Associates Inc.
21 Bedford Rd, Ste. 300
Toronto, Ontario
M5R 2J9
e-mail: jwright@jwasearch.com
Louise Shulko
Board Secretary
University of Alberta Board of Governors
Room 3-31 University Hall
Edmonton, Alberta T6G 2J9
e-mail: louise.Shulko@ualberta.ca
James S. Edwards, P.C.
Chair, Presidential Search Committee

EFF - FSIDA (FUND FOR SUPPORT OF INTERNATIONAL DEVELOPMENT ACTIVITIES)

The deadlines for receipt of applications to the EFF - FSIDA are Oct. 15, 2004 and Jan. 15, 2005. This Fund exists to enable staff and graduate students (normally PhD candidates) of the University of Alberta to participate in research and in the international transfer of knowledge and expertise through partnerships in developing countries. Applications and guidelines are available on the University of Alberta International website <www.international.ualberta.ca> under "International Co-operation" and "Funding Opportunities" or from the FSIDA Secretary at University of Alberta International, 1204 College Plaza, 8215-112 Street, telephone 492-6440.

EXCITING INTERNATIONAL OPPORTUNITIES FOR STUDENTS AND FACULTY.

Rotary District 5370 and TRF Scholarships (Deadline for applications soon! - July 30, 2004). Do you know of two bright young women

or men who would love to continue academic study in another country for a year, to learn more about another culture and to further international understanding and world peace? Do you know of a University Teacher who wants to teach in a developing country for 3 to 6 months?

An ACADEMIC-YEAR AMBASSADORIAL INTERNATIONAL SCHOLARSHIP of up to \$25,000 (U.S.) is being made available by Rotary District 5370 during the 2005 - 2006 academic year, to one deserving young scholar who has completed at least two years of university or college courses. The applicant will undertake approximately nine months of full time study at an institution assigned by the Rotary Foundation Trustees. Applicants can be at the undergraduate or graduate level of their studies, must be doing excellent work, and be able and willing to be outstanding ambassadors of goodwill to the people of the host country.

A WORLD PEACE SCHOLARSHIP is also available from The Rotary Foundation to a deserving student for the 2005 - 2006 year, for study at one of the seven Rotary Centers for International Studies. It culminates in a two-year master's-level degree or certificate in international relations, peace and conflict resolution. Rotary World Peace Scholarships are for two academic years and provide funding for round-trip transportation, tuition and fees, room, board and other limited expenses. (Up to \$50,000 USD)

A UNIVERSITY TEACHERS GRANT is available from Rotary District 5370 for someone who holds (or if retired, has held) a full-time college or university appointment for three or more years; it supports three to five months of teaching service in a developing country. (Up to \$12,500 USD)

Applicants must be sponsored through a local Rotary Club in the applicant's legal or permanent residence, or place of full-time study/work. Persons with disabilities and members of Rotoract Clubs are eligible and encouraged to apply.

The DEADLINE FOR APPLICATIONS is July 30, 2004 (for the 2005 - 06 year). Go to the website below for more detailed information and applications THE ROTARY FOUNDATION AND SCHOLARSHIPS (see Education Programs)

<http://www.rotary.org/foundation/>, or contact Rotarian Mary Ann Bibby, (District Chair, Scholarships) at the University of Alberta, for further information. maryann.bibby@ualberta.ca

More information is available on these websites:

THE ROTARY FOUNDATION AND SCHOLARSHIPS (see Education Programs)
<http://www.rotary.org/foundation/>
AMBASSADORIAL SCHOLARSHIPS
http://www.rotary.org/foundation/educational/amb_scho/index.html
Information for Applicants:
http://www.rotary.org/foundation/educational/amb_scho/prospect/index.html
Information for Rotarians
http://www.rotary.org/foundation/educational/amb_scho/rotarian/index.html
GRANTS FOR UNIVERSITY TEACHERS
http://www.rotary.org/foundation/educational/un_teach/applicant/index.html
<http://www.rotary.org/newsandinfo/downloadcenter/pdfs/193en.pdf>
WORLD PEACE SCHOLARSHIP
http://www.rotary.org/foundation/educational/amb_scho/centers/scholars/2002/bradford_bios.html

KILLAM ANNUAL PROFESSORSHIPS

The Office of the Vice-President (Research) in conjunction with the Killam Trustees takes pleasure in announcing the 2004-2005 Killam Annual Professors:

Janet Fast, Human Ecology
Anna Janowska-Wieczorek, Medicine
Liang Li, Chemistry
Locksley McGann, Laboratory Medicine and Pathology
Katherine Moore, Nursing
Linda Phillips, Elementary Education
Arturo Pianzola, Mathematical and Statistical Sciences
Ming Zuo, Mechanical Engineering
Congratulations to these outstanding researchers.

JOY GILSDORF'S RETIREMENT AFTERNOON TEA

The School of Business cordially invites you to attend Joy Gilsdorf's retirement afternoon tea on Monday, June 21, 2004 from 2:00 - 4:00 p.m. in the 5th floor School of Business Stollery Centre. To RSVP (by June 14) or for more information, contact Donna Waring at 2-3901 or email dwarling@ualberta.ca.

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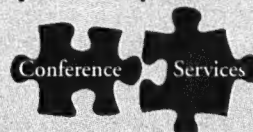
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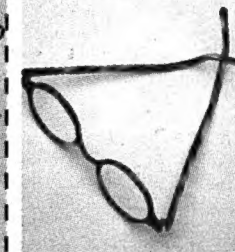
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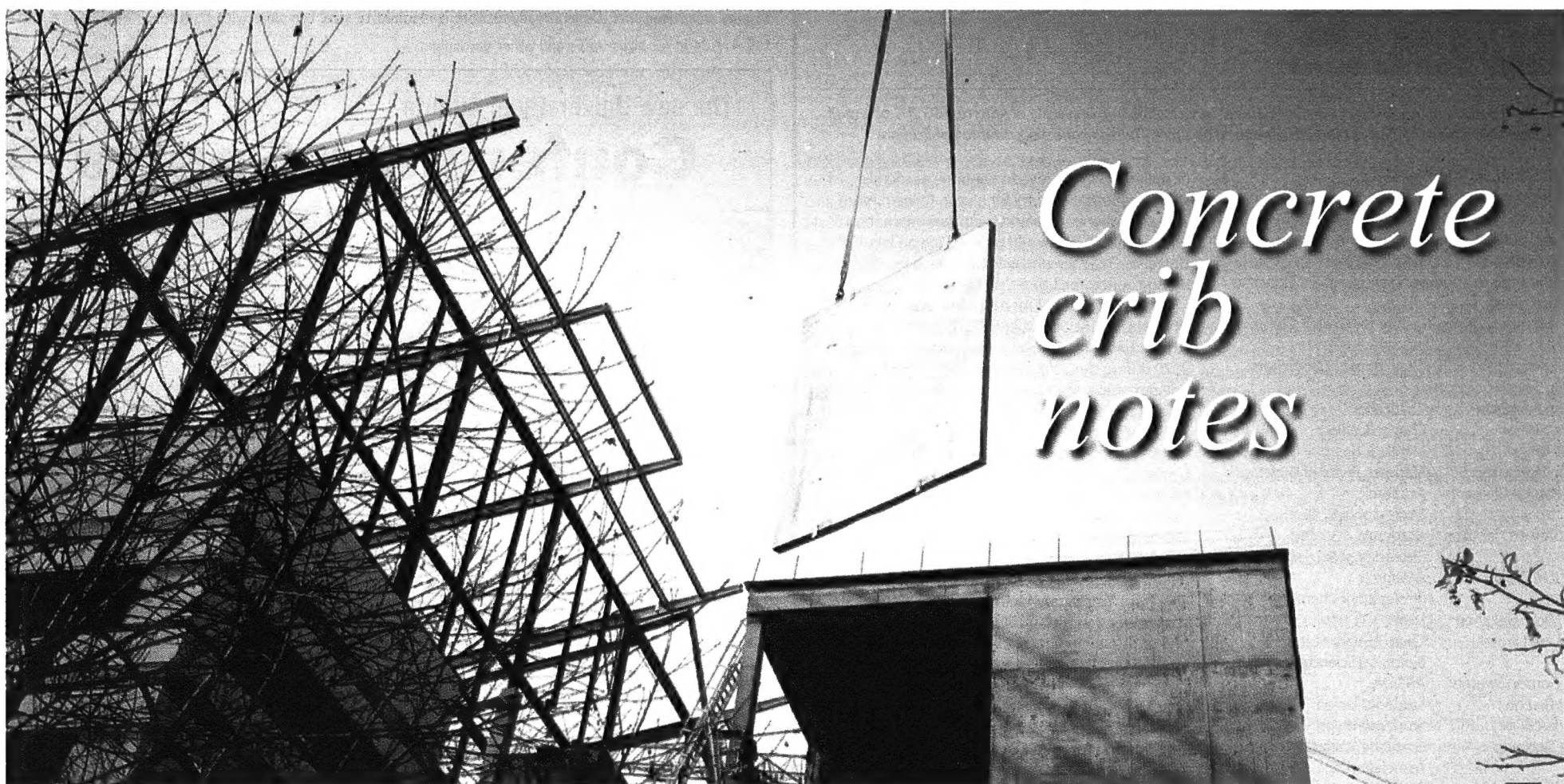
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Concrete crib notes

New building sports look that blends art and science

By Sherrell Steele



Studying Newton's Second Law of Motion? Just consult a concrete tile to confirm it's $F=ma$. Look a little further along the face of the new Markin/CNRL Natural Resources Engineering Facility to find Hook's Law, the Bernoulli equation, Darcy's Law and the Kirfch equation.

The architectural piece of art was created not with brushes and acrylic on a canvas, but with concrete reinforced by steel. Sculptors Susan Owen Kagan and Ken Macklin, both University of Alberta fine arts graduates, experimented with line, form, texture, and bas relief to create precast concrete tiles, three metres in height, 20-cm thick and two tonnes in weight, now installed on the exterior wall of the building.

To make it happen, the pair worked with architect Donna Clare of Cohos Evamy, the architectural design team for the building. Clare, a U of A science graduate, provided the creative direction and the medium for the artistic message. She loves concrete.

"Concrete is the most amazing medium. It is remarkably responsive to artists' influence – very malleable, subject to subtle variations in colour and texture and highly sensitive in liquid state."

Owen Kagan agrees. "Concrete is like pudding when you pour it. It is highly sensitive, any mark will show. And it sets quickly. So you have to work fast and with accuracy."

The artists began with eight miniature tiles, scaled to size. Each 20-cm tile varied in markings, contour, and texture. The intent was to interpret the look of an exposed cliff face, touched by the artistic hand – a mix of nature and civilization.

To reinforce the theme of civilization, scientific formulae were added to the visual mix.

The architects created a map to determine how the slabs would be arranged on the curved exterior wall. The final creation is more than a mix of art, architecture, and the applied sciences.

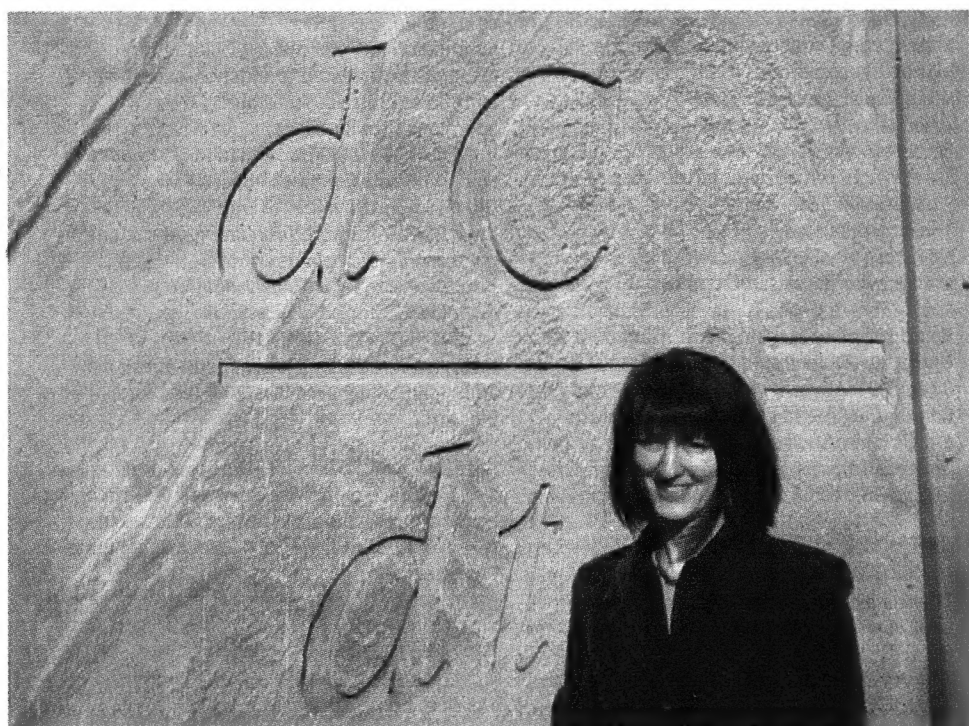
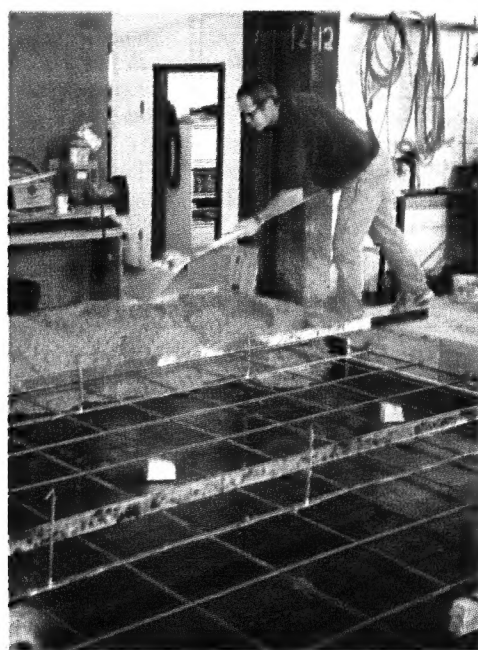
There were many technical challenges. As it turned out, the artists faced the greatest challenge. For the initial pour, they made a traditional mold with relieved

portions facing up. But they had to work in reverse, essentially thinking of the mirror opposite.

"We had to hold everything over our heads, in mirror image. What protruded had to intrude. It gave us a headache at first," said Macklin.

"We worked on forms on the floor, but had to visualize how it would look vertically. Was it frantic? No, but we had to be very focused," said Owen Kagan.

The scale and scope of the project amazed them both. "Great fun, an exciting experience. It really got my adrenaline flowing," said Macklin, who described the project as fresh, free and intuitive – adjectives not normally applied to concrete. ■



Architect Donna Clare of Cohos Evamy shows off the unique features of the new Markin/CNRL Natural Resources Engineering Facility. Sculptors Susan Owen Kaga and Ken Macklin mixed with construction workers to create the slabs (left), which were hoisted into place with a crane (top).



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